



NT PEOPLE MATTER SURVEY 2023

Power and Water Corporation

RESPONSE RATE:

24%

RESPONSES:

205
of 840

YOUR EMPLOYEE ENGAGEMENT SCORE:

64%



VARIANCE from 2021 SURVEY:

+3

VARIANCE from NTPS:

0

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:

68%



VARIANCE from 2021 SURVEY:

+2

VARIANCE from NTPS:

-1



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

61%

DISABILITY - Yes

Restricted

AGE - 55+ YRS

64%



HIGHEST SCORING QUESTIONS:

% POSITIVE

Q2g. I believe the work I do is important

91%

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

89%

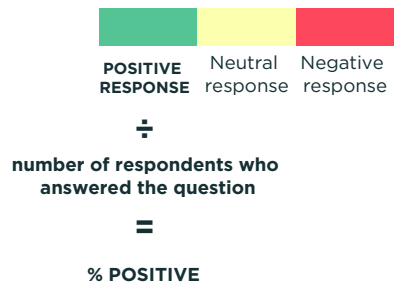
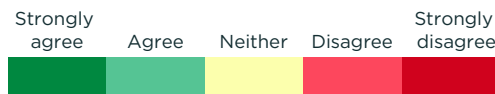
Q2c. I seek out opportunities to improve my day-to-day performance

88%

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 | HIGHEST NEUTRAL SCORING QUESTIONS | % NEUTRAL | HIGHEST NEGATIVE SCORING QUESTIONS | % NEGATIVE |
|--|------------|--|-----------|--|------------|
| Q2g. I believe the work I do is important | 91% | Q16a. I believe my organisation took appropriate action from the last People Matter survey | 41% | Q7e. The senior managers in my organisation make timely decisions | 39% |
| Q2e. I contribute to my workplace outside of the requirements of my job description | 89% | Q8f. There is good collaboration between my organisation and other agencies or organisations we work with | 38% | Q7h. Communications about change from senior managers are timely | 39% |
| Q2c. I seek out opportunities to improve my day-to-day performance | 88% | Q15e. My organisation inspires me to do the best in my job | 37% | Q7i. My senior managers effectively lead and manage change | 37% |
| Q12g. My behaviour at work is guided by the code of conduct | 88% | Q6h. My manager appropriately deals with employees who perform poorly | 33% | Q8e. There is good cooperation between teams across our organisation | 36% |
| Q12h. My manager's behaviour at work is guided by the code of conduct | 87% | Q15d. My organisation motivates me to help it achieve its objectives | 33% | Q16b. I believe my organisation will take action as a result of this survey | 35% |



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 | | 64% | 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 | 17 | 44 | 25 | 9 | 61% | +6 ↑ | -7 ↓ | 0 |
| | Q15b. I am proud to tell others I work for my organisation | 19 | 46 | 26 | 7 | 65% | +5 ↑ | -5 ↓ | -1 |
| STAY | Q15c. I feel a strong personal attachment to my organisation | 18 | 38 | 32 | 13 | 55% | -3 | -4 | 0 |
| STRIVE | Q15d. My organisation motivates me to help it achieve its objectives | 14 | 35 | 33 | 16 | 49% | +2 | -10 ↓ | -6 ↓ |
| | Q15e. My organisation inspires me to do the best in my job | 14 | 34 | 37 | 14 | 47% | +2 | -10 ↓ | -7 ↓ |

KEY

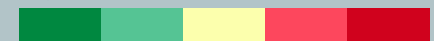


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



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 | Q8c. It is safe to speak up and challenge the way things are done in my organisation | 48% | +3 | -9↓ | -1 |
| .2 | Q8b. I believe in the purpose and objectives of my organisation | 70% | +5↑ | -8↓ | -10↓ |
| .3 | Q7b. Senior managers provide clear strategy and direction | 40% | +7↑ | -14↓ | -15↓ |
| .4 | Q7g. Senior managers keep employees informed about what's going on | 43% | +7↑ | -11↓ | -9↓ |
| .5 | Q7i. My senior managers effectively lead and manage change | 36% | -4 | -13↓ | -14↓ |
| .6 | Q7c. The senior management team has a clear vision for the future of the organisation | 42% | +12↑ | -15↓ | -13↓ |

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 | 68% | RESPONSE SCALE | % POSITIVE | VARIANCE FROM 2021 SURVEY | VARIANCE FROM COMPARATOR GROUP | VARIANCE FROM NTPS | | |
|---|-----|----------------|------------|---------------------------|--------------------------------|--------------------|------|----|
| Q14a. I receive adequate recognition for doing a good job | 10 | 52 | 24 | 9 | 62% | +7 ↑ | -3 | +2 |
| Q14b. I have the appropriate level of autonomy to do my job effectively | 19 | 58 | 15 | 8 | 76% | +3 | -2 | -4 |
| Q14c. There are opportunities to be innovative in my job | 18 | 54 | 15 | 11 | 72% | +2 | -1 | +3 |
| Q14d. Overall, I am satisfied with my job | 16 | 53 | 20 | 9 | 69% | -3 | -5 ↓ | -3 |
| Q14e. Overall, I am satisfied with my organisation as an employer | 16 | 47 | 23 | 11 | 62% | -1 | -8 ↓ | -3 |

KEY

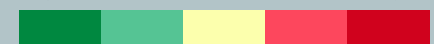


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



EMPLOYEE EXPERIENCE



EXPLORE THE FULL RESULTS

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

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

| PURPOSE | | 64% | RESPONSE SCALE | | % POSITIVE | VARIANCE FROM 2021 SURVEY | VARIANCE FROM COMPARATOR GROUP | VARIANCE FROM NTPS | |
|------------|--|-----|----------------|----|------------|---------------------------|--------------------------------|--------------------|-------|
| Motivation | Q2g. I believe the work I do is important | 45 | 46 | | 91% | 0 | -2 | -2 | |
| | Q15d. My organisation motivates me to help it achieve its objectives | 14 | 35 | 33 | 16 | 49% | +2 | -10 ↓ | -6 ↓ |
| Purpose | K Q8b. I believe in the purpose and objectives of my organisation | 21 | 49 | 23 | | 70% | +5 ↑ | -8 ↓ | -10 ↓ |
| | Q15e. My organisation inspires me to do the best in my job | 14 | 34 | 37 | 14 | 47% | +2 | -10 ↓ | -7 ↓ |

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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

Strongly agree (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 | | 70% | 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 | 18 | 38 | 32 | 13 | 55% | -3 | -4 | 0 | |
| | Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals | 36 | 45 | 10 | | 81% | +7 ↑ | -6 ↓ | -6 ↓ | |
| Included | Q5f. My manager has talked to me about what I am doing well in my work | 20 | 50 | 20 | | 69% | +4 | 0 | +8 ↑ | |
| | Q5g. My manager has talked to me about what I could do to improve my performance | 16 | 41 | 28 | 12 | 57% | +2 | +1 | +8 ↑ | |
| | Q6c. My manager involves me in decisions about my work | 27 | 48 | 15 | | 76% | +7 ↑ | +2 | +7 ↑ | |
| | Q6b. My manager tells me about changes that affect me | 26 | 49 | 17 | | 75% | +4 | 0 | +2 | |
| Respected | Q14a. I receive adequate recognition for doing a good job | 10 | 52 | 24 | 9 | 62% | +7 ↑ | -3 | +2 | |
| | Q3d. People in my workgroup treat each other with respect | 40 | 43 | 12 | | 83% | +10 ↑ | -1 | +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

EMPLOYEE EXPERIENCE



EXPLORE THE FULL RESULTS

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

| RECOGNITION | 60% | 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 | 39 | 50 | 9 | 89% | +1 | -1 | +2 | | |
| Q14a. I receive adequate recognition for doing a good job | 10 | 52 | 24 | 9 | 62% | +7 ↑ | -3 | +2 | |
| Q2f. I get adequate recognition for the contributions I make outside of my job description | 12 | 34 | 33 | 14 | 8 | 46% | +6 ↑ | -7 ↓ | -4 |
| Q6h. My manager appropriately deals with employees who perform poorly | 13 | 29 | 33 | 16 | 9 | 42% | 0 | -7 ↓ | -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 (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 | 78% | 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 | 28 | 51 | 12 | 80% | +11 ↑ | 0 | +16 ↑ | |
| Q9a. My manager thinks employees' wellbeing is important | 36 | 48 | 12 | 84% | +6 ↑ | -1 | +4 | |
| Q9b. Senior managers think employees' wellbeing is important | 21 | 45 | 20 | 10 | 66% | +9 ↑ | -6 ↓ | +1 |
| Q3d. People in my workgroup treat each other with respect | 40 | 43 | 12 | 83% | +10 ↑ | -1 | +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

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 | | 205 | | | | |
| Strongly agree | | 30 | 15% | - | +3 | -2 |
| Agree | | 51 | 25% | - | +1 | +1 |
| Neither agree nor disagree | | 47 | 23% | - | -1 | -5 ⬇️ |
| Disagree | | 63 | 31% | - | -1 | +6 ⬆️ |
| Strongly disagree | | 14 | 7% | - | -3 | 0 |
| Q9g. How often do you find work stressful | | 205 | | | | |
| Always | | 8 | 4% | - | +1 | -4 |
| Often | | 58 | 28% | - | +3 | -3 |
| Sometimes | | 107 | 52% | - | -1 | +6 ⬆️ |
| Rarely | | 32 | 16% | - | -2 | +2 |
| Never | | 0 | 0% | - | -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 | 40 44 9 | 84% | +17 ↑ | 0 | +7 ↑ |

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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

Strongly agree | Agree | Neither | Disagree | Strongly disagree

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 | | 205 | | | | |
| Experienced Bullying (all instances) | | 39 | 19% | -5 ↓ | +1 | -6 ↓ |
| Experienced Physical Abuse (all instances) | | 0 | 0% | - | - | -1 |
| Experienced Sexual Harassment (all instances) | | 9 | 4% | -1 | +2 | -1 |
| No | | 143 | 70% | +4 | -2 | +5 ↑ |
| Prefer not to say | | 22 | 11% | +2 | +1 | +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 HOW COLLEAGUES RESPONDED TO THEM.

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

| BULLYING | RESPONSE SCALE | RESPONSES | % | VARIANCE FROM 2021 SURVEY | VARIANCE FROM COMPARATOR GROUP | VARIANCE FROM NTPS |
|--|----------------|-----------|------------|---------------------------|--------------------------------|--------------------|
| Q13e. Who bullied you? | | 39 | | | | |
| Internal people (all instances) | | 31 | 79% | -13 ↓ | -8 ↓ | -10 ↓ |
| External people (all instances) | | 11 | 28% | +7 ↑ | +11 ↑ | +7 ↑ |
| Q13f. Have you made a formal complaint about the bullying incident? | | 39 | | | | |
| Yes | | 7 | 18% | -1 | +3 | -3 |
| No | | 32 | 82% | +1 | -3 | +3 |

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 |
|--|---|-----------|------------|---------------------------|--------------------------------|--------------------|
| Q13g. If you made a formal complaint, were you satisfied with the way it was handled? | | 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. | | | | | |
| 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? | | 39 | | | | |
| Yes | | 7 | 18% | -12 ↓ | -3 | -12 ↓ |
| No | | 32 | 82% | +12 ↑ | +3 | +12 ↑ |

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

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

| PHYSICAL ABUSE | RESPONSE SCALE | RESPONSES | % | VARIANCE FROM 2021 SURVEY | VARIANCE FROM COMPARATOR GROUP | VARIANCE FROM NTPS |
|---|---|-----------|---|---------------------------|--------------------------------|--------------------|
| Q13j. Who physically abused you? | | 0 | | | | |
| Internal people (all instances) | The data for this question has been hidden for anonymity reasons. | | | | | |
| External people (all instances) | The data for this question has been hidden for anonymity reasons. | | | | | |
| Q13k. Have you made a formal complaint about the physical abuse? | | 0 | | | | |
| Yes | The data for this question has been hidden for anonymity reasons. | | | | | |
| No | The data for this question has been hidden for anonymity reasons. | | | | | |

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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| PHYSICAL ABUSE | RESPONSE SCALE | RESPONSES | % | VARIANCE FROM 2021 SURVEY | VARIANCE FROM COMPARATOR GROUP | VARIANCE FROM NTPS |
|----------------|----------------|-----------|---|---------------------------|--------------------------------|--------------------|
|----------------|----------------|-----------|---|---------------------------|--------------------------------|--------------------|

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? | | 9 | | | | |
| 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? | | 9 | | | | |
| 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 |
|-------------------|----------------|-----------|---|---------------------------|--------------------------------|--------------------|
|-------------------|----------------|-----------|---|---------------------------|--------------------------------|--------------------|

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?

9

| | | | | | | |
|-----|---|--|--|--|--|--|
| 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? | | 205 | | | | |
| Yes | | 42 | 20% | -8 ↓ | +2 | -5 ↓ |
| No | | 163 | 80% | +8 ↑ | -2 | +5 ↑ |
| Q13c. What action did you take after witnessing this bullying/sexual harassment? | | 42 | | | | |
| Spoke about the matter to the person perceived to be the bully | | 12 | 29% | -6 ↓ | -3 | +6 ↑ |
| Spoke about the matter to the person perceived to have been bullied | | 19 | 45% | +1 | +7 ↑ | +8 ↑ |
| Reported the matter formally or informally | | 22 | 52% | -4 | -6 ↓ | +3 |
| Made a note of the occurrence but took no action | | 2 | 5% | -11 ↓ | -3 | -14 ↓ |
| Took no action | | 5 | 12% | +3 | +4 | +1 |
| Other | | 5 | 12% | +2 | 0 | +3 |

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 POINT 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 | 62% | RESPONSE SCALE | % POSITIVE | VARIANCE FROM 2021 SURVEY | VARIANCE FROM COMPARATOR GROUP | VARIANCE FROM NTPS |
|---|-------|----------------|------------|---------------------------|--------------------------------|--------------------|
| Q3d. People in my workgroup treat each other with respect | 40 | 43 12 | 83% | +10 ↑ | -1 | +4 |
| Q7f. Senior managers engage with employees at all levels of the organisation | 14 26 | 25 21 14 | 40% | +4 | -14 ↓ | -11 ↓ |
| Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals | 36 | 45 10 | 81% | +7 ↑ | -6 ↓ | -6 ↓ |
| Q3b. My workgroup always tries to improve its performance | 36 | 43 11 7 | 80% | +1 | -5 ↓ | -1 |
| Q8d. My organisation fairly considers recommendations from staff about how we could operate better | 10 30 | 25 21 13 | 40% | +8 ↑ | -12 ↓ | -6 ↓ |
| Q7d. Senior managers model the behaviours expected of employees | 15 31 | 28 16 10 | 46% | +6 ↑ | -14 ↓ | -12 ↓ |
| Q19a. Personal background is not a barrier to success in my organisation (e.g., cultural, age, disability, sexual) | 20 | 45 23 9 | 64% | -7 ↓ | -8 ↓ | -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

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 | | 68% | 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 | 27 | 54 | 9 | 8 | 80% | +6 ↑ | -2 | -6 ↓ | |
| | Q2d. I clearly understand what I'm expected to do in my job | 23 | 54 | 14 | | 77% | +7 ↑ | -5 ↓ | -8 ↓ | |
| | Q5f. My manager has talked to me about what I am doing well in my work | 20 | 50 | 20 | | 69% | +4 | 0 | +8 ↑ | |
| | Q6b. My manager tells me about changes that affect me | 26 | 49 | 17 | | 75% | +4 | 0 | +2 | |
| | Q6c. My manager involves me in decisions about my work | 27 | 48 | 15 | | 76% | +7 ↑ | +2 | +7 ↑ | |
| | K Q7i. My senior managers effectively lead and manage change | 13 | 23 | 27 | 19 | 19 | 36% | -4 | -13 ↓ | -14 ↓ |
| | Q9e. My agency does a good job of promoting health and wellbeing | 29 | 44 | 20 | | 73% | - | -3 | +19 ↑ | |
| | Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders | 11 | 45 | 21 | 16 | | 56% | +1 | -7 ↓ | -4 |
| | Q12j. In my organisation, improper conduct is not tolerated | 19 | 46 | 21 | 9 | | 65% | +2 | -4 | +3 |

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

WORKPLACE INCLUSION AND WELLBEING



EXPLORE THE FULL RESULTS

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| WORKPLACE WELLBEING | | 68% | 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 | 10 | 52 | 24 | 9 | 62% | +7 ↑ | -3 | +2 | |
| | Q14b. I have the appropriate level of autonomy to do my job effectively | 19 | 58 | 15 | 8 | 76% | +3 | -2 | -4 | |
| | Q18u. In my workplace, the physical environment is a barrier to my success | 7 | 26 | 44 | 21 | 65% | +1 | -4 | -1 | |
| Behaviours | Q3d. People in my workgroup treat each other with respect | 40 | 43 | 12 | | 83% | +10 ↑ | -1 | +4 | |
| | Q6i. My manager's behaviour at work is guided by the NTPS values | 24 | 51 | 22 | | 75% | +7 ↑ | -3 | -1 | |
| | Q6j. My manager encourages behaviours that are consistent with the NTPS values | 26 | 50 | 20 | | 77% | +6 ↑ | -4 | -1 | |
| | Q7d. Senior managers model the behaviours expected of employees | 15 | 31 | 28 | 16 | 10 | 46% | +6 ↑ | -14 ↓ | -12 ↓ |

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

WORKPLACE INCLUSION AND WELLBEING



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

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

| WORKPLACE CLIMATE | | 63% | RESPONSE SCALE | | | | | % POSITIVE | VARIANCE FROM 2021 SURVEY | VARIANCE FROM COMPARATOR GROUP | VARIANCE FROM NTPS |
|-------------------|--|-----|----------------|----|----|-----|------|------------|---------------------------|--------------------------------|--------------------|
| K | Q8c. It is safe to speak up and challenge the way things are done in my organisation | 16 | 32 | 26 | 16 | 10 | 48% | +3 | -9 ↓ | -1 | |
| | Q8d. My organisation fairly considers recommendations from staff about how we could operate better | 10 | 30 | 25 | 21 | 13 | 40% | +8 ↑ | -12 ↓ | -6 ↓ | |
| | Q9b. Senior managers think employees' wellbeing is important | 21 | 45 | 20 | 10 | 66% | +9 ↑ | -6 ↓ | +1 | | |
| | Q9c. There is an appropriate level of focus on safety at my workplace | 39 | 48 | 8 | | 87% | +3 | 0 | +15 ↑ | | |
| | Q19m. My workplace has a flexible approach to work | 20 | 55 | 18 | | 75% | +5 ↑ | 0 | +13 ↑ | | |

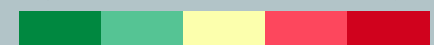
KEY

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



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) | | 205 | | | | |
| Yes | | 175 | 85% | -8 ↓ | +2 | +30 ↑ |
| No | | 21 | 10% | +7 ↑ | 0 | -24 ↓ |
| Not Sure | | 9 | 4% | +1 | -2 | -6 ↓ |
| Q5b. I've received formal feedback on my performance | | 205 | | | | |
| Yes | | 155 | 76% | -2 | +1 | +24 ↑ |
| No | | 50 | 24% | +2 | -1 | -24 ↓ |
| Q5c. I've received informal feedback on my performance | | 205 | | | | |
| Yes | | 172 | 84% | +2 | 0 | +7 ↑ |
| No | | 33 | 16% | -2 | 0 | -7 ↓ |

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 | 16 | 53 | 20 | 9 | 69% | +7 ↑ | 0 | +13 ↑ |
| Q5f. My manager has talked to me about what I am doing well in my work | 20 | 50 | 20 | 10 | 69% | +4 | 0 | +8 ↑ |
| Q5g. My manager has talked to me about what I could do to improve my performance | 16 | 41 | 28 | 12 | 57% | +2 | +1 | +8 ↑ |
| Q5d. My work performance is assessed against clear criteria | 12 | 49 | 23 | 15 | 61% | +4 | -5 ↓ | +9 ↑ |
| Q4g. My manager discusses my career intentions with me | 20 | 39 | 24 | 12 | 59% | +3 | -2 | +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

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? | | 205 | | | | |
| Yes | | 155 | 76% | -4 | -3 | +4 |
| No | | 50 | 24% | +4 | +3 | -4 |
| Q4b. In the past 12 months, have you done any learning and development activities? | | 205 | | | | |
| Yes | | 157 | 77% | +9 | +3 | +3 |
| No | | 48 | 23% | -9 | -3 | -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)? | | 157 | | | | |
| Yes | | 128 | 82% | -2 | 0 | +15 |
| No | | 29 | 18% | +2 | 0 | -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.

| 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) | 23 | 43 | 20 | 10 | 66% | +1 | -3 | 0 |
| Q4d. The learning and development I've done has helped me advance my career | 18 | 38 | 30 | 11 | 57% | +2 | -10 ↓ | -6 ↓ |
| Q4e. The learning and development I've done has helped me do my job better | 24 | 54 | 15 | 7 | 78% | 0 | -5 ↓ | -5 ↓ |

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

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

| SKILLS UTILISATION | 80% | RESPONSE SCALE | % POSITIVE | VARIANCE FROM 2021 SURVEY | VARIANCE FROM COMPARATOR GROUP | VARIANCE FROM NTPS |
|--|-----|----------------|------------|---------------------------|--------------------------------|--------------------|
| Q2g. I believe the work I do is important | 45 | 46 | 91% | 0 | -2 | -2 |
| Q2d. I clearly understand what I'm expected to do in my job | 23 | 54 | 77% | +7 ↑ | -5 ↓ | -8 ↓ |
| Q14b. I have the appropriate level of autonomy to do my job effectively | 19 | 58 | 76% | +3 | -2 | -4 |
| Q2b. My job allows me to use my skills, knowledge and abilities | 27 | 54 | 80% | +6 ↑ | -2 | -6 ↓ |
| Q6g. My manager enables the team to do its best | 25 | 49 | 74% | +7 ↑ | 0 | +3 |

KEY

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↓ 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.

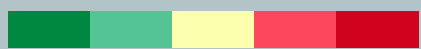
| AUTONOMY | 78% | RESPONSE SCALE | % POSITIVE | VARIANCE FROM 2021 SURVEY | VARIANCE FROM COMPARATOR GROUP | VARIANCE FROM NTPS | | |
|--|-----|----------------|------------|---------------------------|--------------------------------|--------------------|------|------|
| Q2d. I clearly understand what I'm expected to do in my job | 23 | 54 | 14 | 77% | +7 ↑ | -5 ↓ | -8 ↓ | |
| Q14b. I have the appropriate level of autonomy to do my job effectively | 19 | 58 | 15 | 8 | 76% | +3 | -2 | -4 |
| Q2b. My job allows me to use my skills, knowledge and abilities | 27 | 54 | 9 | 8 | 80% | +6 ↑ | -2 | -6 ↓ |

KEY **K** KEY DRIVER OF ENGAGEMENT QUESTION

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



INNOVATION



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

| CONTINUOUS IMPROVEMENT | | 60% | RESPONSE SCALE | | | | % POSITIVE | VARIANCE FROM 2021 SURVEY | VARIANCE FROM COMPARATOR GROUP | VARIANCE FROM NTPS |
|------------------------|---|-----|----------------|----|----|----|------------|---------------------------|--------------------------------|--------------------|
| | Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders | 11 | 45 | 21 | 16 | | 56% | +1 | -7 ↓ | -4 |
| | Q16b. I believe my organisation will take action as a result of this survey | 7 | 29 | 29 | 23 | 12 | 36% | -1 | -12 ↓ | -4 |
| | Q8a. I know what I need to do to make changes happen in my organisation | 11 | 38 | 29 | 15 | | 49% | +7 ↑ | -10 ↓ | -3 |
| | Q2c. I seek out opportunities to improve my day-to-day performance | 32 | 56 | 8 | | | 88% | 0 | -2 | -3 |
| K | Q8c. It is safe to speak up and challenge the way things are done in my organisation | 16 | 32 | 26 | 16 | 10 | 48% | +3 | -9 ↓ | -1 |
| | Q8d. My organisation fairly considers recommendations from staff about how we could operate better | 10 | 30 | 25 | 21 | 13 | 40% | +8 ↑ | -12 ↓ | -6 ↓ |
| | Q3b. My workgroup always tries to improve its performance | 36 | 43 | 11 | 7 | | 80% | +1 | -5 ↓ | -1 |
| | Q14c. There are opportunities to be innovative in my job | 18 | 54 | 15 | 11 | | 72% | +2 | -1 | +3 |
| | Q10b. My team acts on the feedback we receive from our clients/customers/stakeholders | 17 | 52 | 23 | 7 | | 69% | +11 ↑ | -3 | -3 |

| | | | | | | | |
|------------|--|--|----------------|-------|---------|----------|-------------------|
| 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 | | | | | |

QUALITY SERVICE DELIVERY



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.

| QUALITY SERVICE DELIVERY | 61% | RESPONSE SCALE | % POSITIVE | VARIANCE FROM 2021 SURVEY | VARIANCE FROM COMPARATOR GROUP | VARIANCE FROM NTPS | | |
|---|-----|----------------|------------|---------------------------|--------------------------------|--------------------|------|------|
| Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders | 11 | 45 | 21 | 16 | 56% | +1 | -7↓ | -4 |
| Q10e. In my organisation, we put the client/customer/stakeholder at the centre of everything we do | 26 | 40 | 21 | 8 | 65% | -2 | -5↓ | -5↓ |
| Q10c. In my organisation, earning and sustaining a high level of public trust is seen as important | 29 | 51 | 14 | | 80% | -1 | -1 | -3 |
| Q10d. My organisation provides high-quality services to the Northern Territory community | 32 | 45 | 18 | | 78% | -3 | -6↓ | +1 |
| Q3c. People in my workgroup use their time and resources efficiently | 21 | 49 | 17 | 10 | 70% | +6↑ | -4 | -2 |
| Q8f. There is good collaboration between my organisation and other agencies or organisations we work with | 9 | 29 | 38 | 19 | 38% | +3 | -10↓ | -15↓ |
| Q8e. There is good cooperation between teams across our organisation | 11 | 31 | 22 | 23 | 42% | +1 | -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

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.

| VISION AND PURPOSE | 83% | RESPONSE SCALE | % POSITIVE | VARIANCE FROM 2021 SURVEY | VARIANCE FROM COMPARATOR GROUP | VARIANCE FROM NTPS |
|--|-----|----------------|------------|---------------------------|--------------------------------|--------------------|
| Q2g. I believe the work I do is important | | 45 46 | 91% | 0 | -2 | -2 |
| Q2d. I clearly understand what I'm expected to do in my job | | 23 54 14 | 77% | +7 ↑ | -5 ↓ | -8 ↓ |
| Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals | | 36 45 10 | 81% | +7 ↑ | -6 ↓ | -6 ↓ |

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

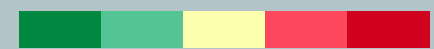


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



MANAGERS



EXPLORE THE FULL RESULTS

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

| COMMUNICATION | 68% | RESPONSE SCALE | % POSITIVE | VARIANCE FROM 2021 SURVEY | VARIANCE FROM COMPARATOR GROUP | VARIANCE FROM NTPS | | |
|---|-----|----------------|------------|---------------------------|--------------------------------|--------------------|----|------|
| Q4g. My manager discusses my career intentions with me | 20 | 39 | 24 | 12 | 59% | +3 | -2 | +4 |
| Q6g. My manager enables the team to do its best | 25 | 49 | 17 | 8 | 74% | +7 ↑ | 0 | +3 |
| Q5f. My manager has talked to me about what I am doing well in my work | 20 | 50 | 20 | | 69% | +4 | 0 | +8 ↑ |
| Q5g. My manager has talked to me about what I could do to improve my performance | 16 | 41 | 28 | 12 | 57% | +2 | +1 | +8 ↑ |
| Q6c. My manager involves me in decisions about my work | 27 | 48 | 15 | | 76% | +7 ↑ | +2 | +7 ↑ |
| Q6b. My manager tells me about changes that affect me | 26 | 49 | 17 | | 75% | +4 | 0 | +2 |

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

MANAGERS



EXPLORE THE FULL RESULTS

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

| INTEGRITY AND ACCOUNTABILITY | 69% | 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 | 32 | 50 | 10 | 82% | +5 ↑ | -1 | +3 | | |
| Q6d. My manager is objective when making decisions | 27 | 41 | 23 | 68% | -1 | -3 | 0 | | |
| Q6j. My manager encourages behaviours that are consistent with the NTPS values | 26 | 50 | 20 | 77% | +6 ↑ | -4 | -1 | | |
| Q6e. My manager is an effective decision maker | 27 | 44 | 21 | 71% | +7 ↑ | -2 | +1 | | |
| Q6a. My manager listens to what I have to say | 34 | 50 | 8 | 83% | +4 | +1 | +5 ↑ | | |
| Q6f. My manager thinks avoiding conflicts of interest is important | 24 | 37 | 28 | 9 | 61% | -6 ↓ | -7 ↓ | -9 ↓ | |
| Q6h. My manager appropriately deals with employees who perform poorly | 13 | 29 | 33 | 16 | 9 | 42% | 0 | -7 ↓ | -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

SENIOR 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.

| VISION AND PURPOSE | | 51% | RESPONSE SCALE | | | % POSITIVE | VARIANCE FROM 2021 SURVEY | VARIANCE FROM COMPARATOR GROUP | VARIANCE FROM NTPS |
|--------------------|---|-----|----------------|----|-------|------------|---------------------------|--------------------------------|--------------------|
| K | Q8b. I believe in the purpose and objectives of my organisation | 21 | 49 | 23 | | 70% | +5 ↑ | -8 ↓ | -10 ↓ |
| K | Q7c. The senior management team has a clear vision for the future of the organisation | 14 | 28 | 31 | 14 13 | 42% | +12 ↑ | -15 ↓ | -13 ↓ |
| K | Q7b. Senior managers provide clear strategy and direction | 14 | 27 | 27 | 21 11 | 40% | +7 ↑ | -14 ↓ | -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 (Dark Green) | Agree (Light Green) | Neither (Yellow) | Disagree (Pink) | Strongly disagree (Red)

SENIOR MANAGERS



EXPLORE THE FULL RESULTS

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

| COMMUNICATION | | 38% | RESPONSE SCALE | | | | | % POSITIVE | VARIANCE FROM 2021 SURVEY | VARIANCE FROM COMPARATOR GROUP | VARIANCE FROM NTPS |
|---------------|---|-----|----------------|----|----|----|-----|------------|---------------------------|--------------------------------|--------------------|
| | Q7h. Communications about change from senior managers are timely | 11 | 28 | 22 | 27 | 12 | 39% | +8 ↑ | -11 ↓ | -12 ↓ | |
| | Q7f. Senior managers engage with employees at all levels of the organisation | 14 | 26 | 25 | 21 | 14 | 40% | +4 | -14 ↓ | -11 ↓ | |
| K | Q7g. Senior managers keep employees informed about what's going on | 12 | 32 | 25 | 21 | 10 | 43% | +7 ↑ | -11 ↓ | -9 ↓ | |
| | Q7e. The senior managers in my organisation make timely decisions | 11 | 20 | 31 | 21 | 18 | 30% | +2 | -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)

SENIOR MANAGERS



EXPLORE THE FULL RESULTS

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

| INTEGRITY AND ACCOUNTABILITY | 55% | 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 | 18 | 32 | 24 | 16 | 10 | 50% | +3 | -12 ↓ | -13 ↓ |
| Q7d. Senior managers model the behaviours expected of employees | 15 | 31 | 28 | 16 | 10 | 46% | +6 ↑ | -14 ↓ | -12 ↓ |
| Q12k. In my organisation, behaving impartially is important | 19 | 41 | 32 | | | 60% | -2 | -4 | -10 ↓ |
| Q12j. In my organisation, improper conduct is not tolerated | 19 | 46 | 21 | 9 | | 65% | +2 | -4 | +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

GOVERNANCE



EXPLORE THE FULL RESULTS

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

| | | RESPONSE SCALE | % POSITIVE | VARIANCE FROM 2021 SURVEY | VARIANCE FROM COMPARATOR GROUP | VARIANCE FROM NTPS |
|-------------------|---|----------------|------------|---------------------------|--------------------------------|--------------------|
| Change Management | K Q7i. My senior managers effectively lead and manage change | 13 23 27 19 19 | 36% | -4 | -13 ↓ | -14 ↓ |
| | Q6b. My manager tells me about changes that affect me | 26 49 17 | 75% | +4 | 0 | +2 |
| Code of Conduct | Q12g. My behaviour at work is guided by the code of conduct | 33 55 11 | 88% | -4 | -4 | -5 ↓ |
| | Q12h. My manager's behaviour at work is guided by the code of conduct | 33 55 11 | 87% | +5 ↑ | -1 | +4 |
| Merit | Q11a. People recruited to my organisation seem to have the right skills for the job | 9 38 28 20 | 47% | +6 ↑ | -10 ↓ | -6 ↓ |
| | Q11b. Recruitment and promotion decisions in my workplace are based on merit | 14 29 26 19 12 | 43% | +9 ↑ | -8 ↓ | -6 ↓ |
| NTPS Values | Q2a. My behaviour at work is guided by the NTPS values | 22 47 24 | 69% | -3 | -9 ↓ | -18 ↓ |
| | Q6i. My manager's behaviour at work is guided by the NTPS values | 24 51 22 | 75% | +7 ↑ | -3 | -1 |
| WHS | Q9c. There is an appropriate level of focus on safety at my workplace | 39 48 8 | 87% | +3 | 0 | +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

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) | | 205 | | | | |
| Yes | | 199 | 97% | -2 | -1 | -1 |
| No | | 6 | 3% | +2 | +1 | +1 |

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

GOVERNANCE



EXPLORE THE FULL RESULTS

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

| ORGANISATIONAL ACCOUNTABILITY | 63% | 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 | 32 | 50 | 10 | 82% | +5 ↑ | -1 | +3 | | |
| Q12i. In my organisation, avoiding conflict of interest is seen as important | 26 | 45 | 24 | 71% | -1 | -6 ↓ | -5 ↓ | | |
| Q12j. In my organisation, improper conduct is not tolerated | 19 | 46 | 21 | 9 | 65% | +2 | -4 | +3 | |
| Q3c. People in my workgroup use their time and resources efficiently | 21 | 49 | 17 | 10 | 70% | +6 ↑ | -4 | -2 | |
| Q11b. Recruitment and promotion decisions in my workplace are based on merit | 14 | 29 | 26 | 19 | 12 | 43% | +9 ↑ | -8 ↓ | -6 ↓ |
| Q12e. I am confident that I would be protected from reprisal for reporting improper conduct | 20 | 40 | 20 | 17 | 59% | +5 ↑ | -6 ↓ | +1 | |
| Q12f. I am confident that if I reported improper conduct in my organisation, it would be investigated in a thorough and objective way | 16 | 35 | 28 | 17 | 51% | 0 | -7 ↓ | -2 | |

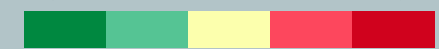
KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



GOVERNANCE



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 |
|--|----------------|------------|------------|---------------------------|--------------------------------|--------------------|
| Q12b. I have witnessed improper conduct | | 205 | | | | |
| Yes | | 61 | 30% | -3 | +3 | -5 |
| No | | 144 | 70% | +3 | -3 | +5 |
| Q12c. I know what to do to report improper conduct in my organisation | | 205 | | | | |
| Yes | | 197 | 96% | +5 | 0 | +5 |
| No | | 8 | 4% | -5 | 0 | -5 |

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

TAKING ACTION



EXPLORE THE FULL RESULTS

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

| 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 | 21 | 41 | 21 | 12 | 26% | - | -10 ↓ | -3 |
| Q16b. I believe my organisation will take action as a result of this survey | 7 | 29 | 29 | 23 | 36% | -1 | -12 ↓ | -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

