



NT PEOPLE MATTER SURVEY 2021

Independent Commissioner Against Corruption

RESPONSE RATE: **90%**
 RESPONSES: **27**
 of 30



YOUR EMPLOYEE ENGAGEMENT SCORE:

87%



VARIANCE from COMPARATOR GROUP: **+5**

VARIANCE from NTPS: **+2**

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:

90%



VARIANCE from COMPARATOR GROUP: **0**

VARIANCE from NTPS: **+2**



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:

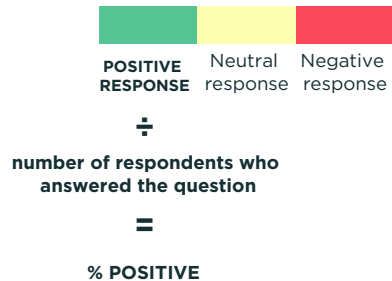
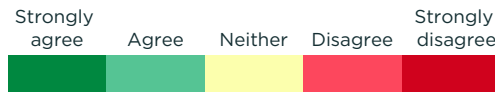
% POSITIVE

Q2g. I believe the work that I do is important	100%
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's stated outcomes	100%
Q3b. My workgroup always tries to improve its performance	100%

GUIDE TO THIS REPORT

% POSITIVE

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



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 STATUTORY AUTHORITY

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
Q2g. I believe the work that I do is important	100%	Q6h. My manager appropriately deals with employees who perform poorly	44%	Q8e. There is good cooperation between teams across our organisation	30%
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's stated outcomes	100%	Q7d. I feel that senior managers model the behaviours expected of employees	33%	Q8c. I think it is safe to speak up and challenge the way things are done in this organisation	19%
Q3b. My workgroup always tries to improve its performance	100%	Q10b. We act on the feedback we receive from clients/customers/stakeholders	33%	Q7e. I feel the senior managers in my organisation make timely decisions	15%
Q8b. I believe in the purpose and objectives of the organisation	100%	Q7e. I feel the senior managers in my organisation make timely decisions	30%	Q7f. I feel senior managers engage with employees at all levels of the organisation	7%
Q2c. I seek out opportunities to improve my day-to-day performance	96%	Q19b. Working flexibly is not a barrier to success in my organisation	30%	Q7g. I feel senior managers keep employees informed about what is going on	7%



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		87%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
SAY	Q15a. I would recommend my organisation as a great place to work	67	15	15	81%	-6 ↓	+20 ↑
	Q15b. I am proud to tell others I work for my organisation	67	19	15	85%	-5 ↓	+18 ↑
STAY	Q15c. I feel a strong personal attachment to my organisation	63	26	11	89%	+8 ↑	+29 ↑
STRIVE	Q15d. My organisation motivates me to help it achieve its objectives	56	33	11	89%	+3	+34 ↑
	Q15e. My organisation inspires me to do the best in my job	63	30	7	93%	+5 ↑	+38 ↑

KEY

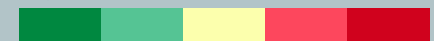


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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 COMPARATOR GROUP VARIANCE FROM NTPS

		% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
.1	Q9b. In my organisation, senior leaders consider the wellbeing of employees to be important	93%	+4	+31
.2	Q7d. I feel that senior managers model the behaviours expected of employees	67%	-11	+10
.3	Q2b. My job allows me to utilise my skills, knowledge and abilities	89%	-4	+5
.4	Q7i. My senior manager effectively leads and manages change	81%	+2	+28
.5	Q14a. I receive adequate recognition for doing a good job	93%	+5	+33
.6	Q10d. My organisation provides high quality services to the Northern Territory community	96%	-1	+17

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		90%			RESPONSE SCALE	% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
K	Q14a. I receive adequate recognition for doing a good job	48	44	7	93%	+5 ↑	+33 ↑	
	Q14b. I have the appropriate level of autonomy to do my job effectively	59	26	15	85%	-3	+6 ↑	
	Q14c. There are opportunities to be innovative in my job	48	37	11	85%	0	+14 ↑	
	Q14d. Overall, I am satisfied with my job	63	30	7	93%	0	+20 ↑	
	Q14e. Overall, I am satisfied with my organisation as an employer	63	30	7	93%	-1	+26 ↑	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree 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		95%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Motivation	Q2g. I believe the work that I do is important	63	37	100%	+1	+7 ↑
	Q15d. My organisation motivates me to help it achieve its objectives	56	33 11	89%	+3	+34 ↑
Purpose	Q8b. I believe in the purpose and objectives of the organisation	74	26	100%	+1	+20 ↑
	Q15e. My organisation inspires me to do the best in my job	63	30 7	93%	+5 ↑	+38 ↑

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?

BELONGING		92%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Accepted	Q15c. I feel a strong personal attachment to my organisation	63	26	11	89%	+8 ↑	+29 ↑	
	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's stated outcomes	63	37		100%	0	+15 ↑	
Included	Q5f. My manager has talked to me about what I am doing well in my work	44	44	11	89%	+3	+31 ↑	
	Q5g. My manager has talked to me about what I could do to improve my performance	30	59	7	89%	+17 ↑	+41 ↑	
	Q6c. My manager involves me in decisions about my work	52	41	7	93%	+3	+24 ↑	
	Q6b. My manager keeps me informed about changes which affect me	63	26	11	89%	+3	+17 ↑	
Respected	K Q14a. I receive adequate recognition for doing a good job	48	44	7	93%	+5 ↑	+33 ↑	
	Q3d. People in my workgroup treat each other with respect	56	37	7	93%	0	+17 ↑	

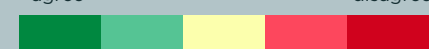
KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



EMPLOYEE EXPERIENCE



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?

RECOGNITION		77%			RESPONSE SCALE		% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	Q2e. I contribute to my workplace outside of the requirements of my job description	48	37	11		85%	-7 ↓	-4	
K	Q14a. I receive adequate recognition for doing a good job	48	44	7		93%	+5 ↑	+33 ↑	
	Q2f. I receive adequate recognition for the contributions I make outside of my job description	26	48	22		74%	-7 ↓	+24 ↑	
	Q6h. My manger appropriately deals with employees who perform poorly	22	33	44		56%	+6 ↑	+11 ↑	

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?

EMPLOYEE HEALTH AND WELLBEING		90%	RESPONSE SCALE			% POSITIVE	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	30	48	22	78%	-7 ↓	+14 ↑	
	Q9a. In my organisation, my manager considers the wellbeing of employees to be important	78	19		96%	+4	+20 ↑	
K	Q9b. In my organisation, senior leaders consider the wellbeing of employees to be important	67	26	7	93%	+4	+31 ↑	
	Q3d. People in my workgroup treat each other with respect	56	37	7	93%	0	+17 ↑	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



BULLYING/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.

IS THERE ROOM FOR IMPROVEMENT?

BULLYING/HARASSMENT	RESPONSE SCALE	% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13a. Bullying is not tolerated in my organisation	67 15 15	81%	+2	+16 ↑

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



EXPLORE THE FULL RESULTS

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

IS THERE ROOM FOR IMPROVEMENT?

BULLYING/HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13d. Experienced bullying/harassment in the past 12 months		27			
Experienced bullying		1	4%	-3	-18
Experienced sexual harassment		0	0%	-3	-1
Experienced both bullying and sexual harassment		1	4%	0	-3
No		21	78%	-1	+16
Prefer not to say		4	15%	+6	+6

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING/HARASSMENT



EXPLORE THE FULL RESULTS

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

IS THERE ROOM FOR IMPROVEMENT?

BULLYING	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13f. Have you submitted a formal complaint regarding the bullying incident you personally experience?		2			
Yes	The data for this question has been hidden for anonymity reasons.				
No	The data for this question has been hidden for anonymity reasons.				
Q13i. Did the bullying/harassment you experienced cause you to take time off from work?		2			
Yes	The data for this question has been hidden for anonymity reasons.				
No	The data for this question has been hidden for anonymity reasons.				

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING/HARASSMENT



EXPLORE THE FULL RESULTS

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

IS THERE ROOM FOR IMPROVEMENT?

HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13k. Have you submitted a formal complaint regarding the harassment/abuse you personally experienced?		1			
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?		1			
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

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

IS THERE ROOM FOR IMPROVEMENT?

WITNESSED BULLYING/HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13b. In the past 12 months, have you witnessed bullying/sexual harassment at work?		27			
Yes		2	7%	-7	-23
No		25	93%	+7	+23
Q13c. What action did you take after witnessing this bullying/sexual harassment?		3			
Spoke about the matter to the person perceived to be the bully	The data for this question has been hidden for anonymity reasons.				
Spoke about the matter to the person perceived to have been bullied	The data for this question has been hidden for anonymity reasons.				
Reported the matter formally or informally	The data for this question has been hidden for anonymity reasons.				
Made a note of the occurrence but took no action	The data for this question has been hidden for anonymity reasons.				
Took no action	The data for this question has been hidden for anonymity reasons.				
Other	The data for this question has been hidden for anonymity reasons.				

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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 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)		27			
Yes		18	67%	0	+11
No		8	30%	+2	-2
Not Sure		1	4%	-1	-9
Q5b. I have received formal feedback on individual performance		27			
Yes		18	67%	-5	+17
No		9	33%	+5	-17
Q5c. I have received informal feedback on individual performance		27			
Yes		27	100%	+9	+25
No		0	0%	-9	-25

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 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?

PERFORMANCE CONVERSATIONS	RESPONSE SCALE			% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q5e. I receive regular and timely feedback from my manager	41	44	15	85%	+3	+32 ↑
Q5f. My manager has talked to me about what I am doing well in my work	44	44	11	89%	+3	+31 ↑
Q5g. My manager has talked to me about what I could do to improve my performance	30	59	7	89%	+17 ↑	+41 ↑
Q5d. My work performance is assessed against clear criteria	33	41	22	74%	+1	+24 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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

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

CAPABILITY



EXPLORE THE FULL RESULTS

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

IS THERE ROOM FOR IMPROVEMENT?

LEARNING AND DEVELOPMENT	RESPONSE SCALE	RESPONSES	%	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?		27			
Yes		24	89%	+2	+19
No		3	11%	-2	-19
Q4b. In the past 12 months, have you undertaken any learning and development activities?		27			
Yes		22	81%	+6	+14
No		5	19%	-6	-14
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)?		22			
Yes		15	68%	0	+1
No		7	32%	0	-1

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 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?

LEARNING AND DEVELOPMENT

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q4f. My manager helps to develop my capability (work related skills and knowledge)	63	26	11	89%	+3	+26 ↑
Q4d. The learning and development I have undertaken has helped me advance my career	18	55	23	73%	+13 ↑	+12 ↑
Q4e. The learning and development I have undertaken has helped me to do my job better	23	68	9	91%	+4	+7 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

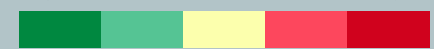


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



CAPABILITY



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?

SKILLS UTILISATION		92%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
	Q2g. I believe the work that I do is important	63	37	100%	+1	+7 ↑	
	Q2d. I clearly understand what I am expected to do in this job	41	52	7	93%	-2	+9 ↑
	Q14b. I have the appropriate level of autonomy to do my job effectively	59	26	15	85%	-3	+6 ↑
K	Q2b. My job allows me to utilise my skills, knowledge and abilities	59	30	7	89%	-4	+5 ↑
	Q6g. My manager enables the team to do their best	52	41	7	93%	+4	+23 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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

Strongly agree Agree Neither Disagree Strongly disagree

INNOVATION



EXPLORE THE FULL RESULTS

- 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?

AUTONOMY		89%			RESPONSE SCALE	% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	Q2d. I clearly understand what I am expected to do in this job	41	52	7	93%	-2	+9 ↑	
	Q14b. I have the appropriate level of autonomy to do my job effectively	59	26	15	85%	-3	+6 ↑	
K	Q2b. My job allows me to utilise my skills, knowledge and abilities	59	30	7	89%	-4	+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)

INNOVATION



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?

CONTINUOUS IMPROVEMENT	84%	RESPONSE SCALE	% POSITIVE	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	41	56	96%	+4	+32 ↑
Q16a. I believe my organisation will take action as a result of this survey	59	26 11	85%	+14 ↑	+42 ↑
Q8a. I know what I need to do to make changes happen in my organisation	22	52 22	74%	-1	+20 ↑
Q2c. I seek out opportunities to improve my day-to-day performance	59	37	96%	+5 ↑	+5 ↑
Q8c. I think it is safe to speak up and challenge the way things are done in this organisation	41	37 15	78%	+7 ↑	+29 ↑
Q8d. My organisation fairly considers recommendations from staff about how we could better operate	33	41 19 7	74%	-3	+28 ↑
Q3b. My workgroup always tries to improve its performance	67	33	100%	+4	+20 ↑
Q14c. There are opportunities to be innovative in my job	48	37 11	85%	0	+14 ↑
Q10b. We act on the feedback we receive from clients/customers/stakeholders	22	44 33	67%	-14 ↓	-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

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.

IS THERE ROOM FOR IMPROVEMENT?

QUALITY SERVICE DELIVERY		80%	RESPONSE SCALE	% POSITIVE	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	41	56	96%	+4	+32 ↑		
	Q10e. In my organisation we put the client/customer/stakeholder at the centre of everything we do	30	41	26	70%	-12 ↓	-1	
	Q10c. In my organisation, earning and sustaining a high level of public trust is seen as important	89	7	96%	-2	+12 ↑		
K	Q10d. My organisation provides high quality services to the Northern Territory community	63	33	96%	-1	+17 ↑		
	Q3c. People in my workgroup use their time and resources efficiently	59	30	7	89%	-4	+18 ↑	
	Q8f. There is good collaboration between my organisation and other agencies or organisations we work with	19	48	26	67%	-4	+14 ↑	
	Q8e. There is good cooperation between teams across our organisation	11	37	22	26	48%	-23 ↓	-1

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.

IS THERE ROOM FOR IMPROVEMENT?

VISION AND PURPOSE	98%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2g. I believe the work that I do is important		63 37	100%	+1	+7 ↑
Q2d. I clearly understand what I am expected to do in this job		41 52 7	93%	-2	+9 ↑
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's stated outcomes		63 37	100%	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

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.

IS THERE ROOM FOR IMPROVEMENT?

COMMUNICATION	88%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q4g. My manager discusses my career plan with me	41	33	22	74%	+3 +22 ↑
Q6g. My manager enables the team to do their best	52	41	7	93%	+4 +23 ↑
Q5f. My manager has talked to me about what I am doing well in my work	44	44	11	89%	+3 +31 ↑
Q5g. My manager has talked to me about what I could do to improve my performance	30	59	7	89%	+17 ↑ +41 ↑
Q6c. My manager involves me in decisions about my work	52	41	7	93%	+3 +24 ↑
Q6b. My manager keeps me informed about changes which affect me	63	26	11	89%	+3 +17 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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

Strongly agree Agree Neither Disagree Strongly disagree

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.

IS THERE ROOM FOR IMPROVEMENT?

INTEGRITY AND ACCOUNTABILITY	86%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q12d. I would be confident in approaching my manager to discuss concerns and grievances	70	19	11	89%	0	+12 ↑	
Q6d. My manager demonstrates objectivity in decision-making	48	41	11	89%	+3	+21 ↑	
Q6j. My manager encourages behaviours that are consistent with the NTPS values	70	19	11	89%	+2	+14 ↑	
Q6e. My manager is an effective decision maker	52	41	7	93%	+7 ↑	+23 ↑	
Q6a. My manager listens to what I have to say	59	33	7	93%	+3	+16 ↑	
Q6f. My manager sees avoiding conflicts of interest as being important	67	26	7	93%	+1	+23 ↑	
Q6h. My manager appropriately deals with employees who perform poorly	22	33	44	56%	+6 ↑	+11 ↑	

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 (Light Red) | Strongly disagree (Dark Red)

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.

IS THERE ROOM FOR IMPROVEMENT?

VISION AND PURPOSE	83%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
Q8b. I believe in the purpose and objectives of the organisation		74	26	100%	+1	+20 ↑	
Q7c. I believe the senior management team has a clear vision for the future of this organisation		41	33	22	74%	-4	+18 ↑
Q7b. Senior managers provide clear strategy and direction		33	41	26	74%	-8 ↓	+20 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

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.

IS THERE ROOM FOR IMPROVEMENT?

COMMUNICATION	70%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q7h. Communications about change from senior managers are timely	30	44	19	7	74%	-6 ↓	+26 ↑	
Q7f. I feel senior managers engage with employees at all levels of the organisation	37	44	11	7	81%	0	+33 ↑	
Q7g. I feel senior managers keep employees informed about what is going on	33	37	22	7	70%	-9 ↓	+20 ↑	
Q7e. I feel the senior managers in my organisation make timely decisions	37	19	30	15	56%	-20 ↓	+7 ↑	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

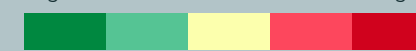


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



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.

IS THERE ROOM FOR IMPROVEMENT?

INTEGRITY AND ACCOUNTABILITY		84%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	Q7a. I am confident that my leaders have the appropriate capabilities and skills to lead my organisation	41	44	15		85%	-3	+22 ↑
K	Q7d. I feel that senior managers model the behaviours expected of employees	44	22	33		67%	-11 ↓	+10 ↑
	Q12k. In my organisation, behaving impartially is seen as important	74	19	7		93%	+1	+25 ↑
	Q12j. In my organisation, engaging in improper conduct is not tolerated	74	19	7		93%	+7 ↑	+24 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

GOVERNANCE



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?

		RESPONSE SCALE			% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Change Management	K Q7i. My senior manager effectively leads and manages change	44	37	15	81%	+2	+28 ↑
	Q6b. My manager keeps me informed about changes which affect me	63	26	11	89%	+3	+17 ↑
Code of Conduct	Q12g. My behaviour at work is informed by/guided by the Code of Conduct	59	37		96%	0	+5 ↑
	Q12h. My manager's behaviour at work is informed by/guided by the Code of Conduct	56	33	11	89%	-2	+7 ↑
Merit	Q11a. People recruited to my organisation seem to have the right skills for the job	33	44	19	78%	-7 ↓	+25 ↑
	Q11b. Recruitment and promotion decisions in my workplace are based on merit	41	33	22	74%	-4	+27 ↑
Values	Q2a. My behaviour at work is informed/guided by the NTPS values	56	30	15	85%	-6 ↓	0
	Q6i. My manager's behaviour at work is informed/guided by the NTPS values	59	26	15	85%	+2	+12 ↑
WHS	Q9c. There is an appropriate level of focus on safety at my workplace	44	41	11	85%	-3	+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 (Dark Green) | Agree (Light Green) | Neither (Yellow) | Disagree (Red) | Strongly disagree (Dark Red)

GOVERNANCE



EXPLORE THE FULL RESULTS

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

IS THERE ROOM FOR IMPROVEMENT?

ORGANISATIONAL ACCOUNTABILITY	RESPONSE SCALE	RESPONSES	%	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)		27			
Yes		27	100%	0	+2
No		0	0%	-	-2

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

GOVERNANCE



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?

ORGANISATIONAL ACCOUNTABILITY	87%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q12d. I would be confident in approaching my manager to discuss concerns and grievances	70	19	11		89%	0	+12 ↑
Q12i. In my organisation, avoiding conflict of interest is seen as important	70	22			93%	0	+19 ↑
Q12j. In my organisation, engaging in improper conduct is not tolerated	74	19	7		93%	+7 ↑	+24 ↑
Q3c. People in my workgroup use their time and resources efficiently	59	30	7		89%	-4	+18 ↑
Q11b. Recruitment and promotion decisions in my workplace are based on merit	41	33	22		74%	-4	+27 ↑
Q12e. I am confident that I would be protected from reprisal for reporting improper conduct	67	19	11		85%	+4	+27 ↑
Q12f. I am confident that if I reported improper conduct in my organisation, it would be investigated in a thorough and objective manner	70	19	7		89%	+8 ↑	+34 ↑

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.

IS THERE ROOM FOR IMPROVEMENT?

ORGANISATIONAL ACCOUNTABILITY	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q12b. I have witnessed improper conduct		27			
Yes		5	19%	+2	-15
No		22	81%	-2	+15
Q12c. I know what to do to report improper conduct in my organisation		27			
Yes		26	96%	+3	+8
No		1	4%	-3	-8

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 : 27 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	26	Yes	7	Darwin City (including Palmerston)	96
Female	74	No	93	Katherine	0
Self-Specified	0			Alice Springs	0
				Tennant Creek	0
				Nhulunbuy	0
				Darwin Region (including the Tiwi Islands and West Arnhem)	4
				East Arnhem Region	0
				Alice Springs Region	0
				Katherine Region	0
				Barkly Region	0
				Outside of the Northern Territory	0
Age Recoded	Survey %	What is your current employment status?	Survey %	How long have you been employed in your current organisation?	Survey %
15-34 YRS	30	Ongoing	74	Less than 3 months	11
35-54 YRS	52	Fixed Term	26	3 months to less than 12 months	33
55-64 YRS	15	Casual	0	1 - 4 years	52
65+ YRS	4	Executive Contract	0	5 - 9 years	0
				10 - 14 years	0
				15 - 19 years	0
				20 - 29 years	0
				30 years or more	4
Are you an Australian Aboriginal and/or Torres Strait Islander?	Survey %	Are you the manager of one or more employees?	Survey %		
Yes	4	Yes	37		
No	96	No	63		
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	0	Yes	26		
No	100	No	74		
Did your work arrangement change as a result of COVID-19?	Survey %	Do you work full-time or part-time?	Survey %		
Yes	11	Full-time	100		
No	89	Part-time	0		

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 : 27 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 %	Personal background is not a barrier to success in my organisation?	Survey %
Executive Contract Officer	4	Strongly agree	44
Administration Stream	89	Agree	41
General NTPS - Professional Stream	4	Neither agree nor disagree	11
Other (please specify)	4	Disagree	4
		Working flexibly is not a barrier to success in my organisation	Survey %
		Strongly agree	37
		Agree	30
		Neither agree nor disagree	30
		Disagree	4
		My workplace has a flexible approach to work	Survey %
		Strongly agree	37
		Agree	48
		Neither agree nor disagree	15
		In the past 12 months, have you worked flexibly for any period of time?	Survey %
		Yes	37
		No	63

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.					