



NT PEOPLE MATTER SURVEY 2023

Land Development Corporation

RESPONSE RATE:

79%

RESPONSES:

15
of 19

YOUR
EMPLOYEE
ENGAGEMENT
SCORE:

79%



VARIANCE from 2021 SURVEY:

↑ +5

VARIANCE from NTPS:

↑ +14

Employee engagement is about more than just satisfaction. It's a mutually beneficial relationship between the employee and organisation. Engagement is a good indicator of how connected they are to the organisation and in helping it to achieve its goals.

YOUR
EMPLOYEE
SATISFACTION
SCORE:

80%



VARIANCE from 2021 SURVEY:

+2

VARIANCE from NTPS:

↑ +11



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

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

100%

Q2d. I clearly understand what I'm expected to do in my job

100%

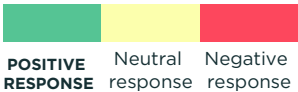
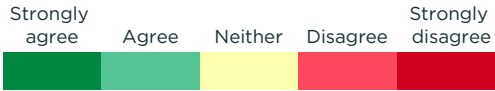
Q2g. I believe the work I do is important

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.



$$\frac{\text{number of respondents who answered the question}}{\text{number of respondents who answered the question}} = \% \text{ POSITIVE}$$

ROUNDING

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

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

ANONYMITY

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

COMPARISONS TO COMPARATOR GROUP

WITHIN THIS REPORT A COMPARISON AGAINST COMPARATOR GROUP REFERS TO 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.

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
Q2c. I seek out opportunities to improve my day-to-day performance	100%	Q16a. I believe my organisation took appropriate action from the last People Matter survey	60%	Q5d. My work performance is assessed against clear criteria	20%
Q2d. I clearly understand what I'm expected to do in my job	100%	Q5g. My manager has talked to me about what I could do to improve my performance	53%	Q4f. My manager helps to develop my capability (work-related skills and knowledge)	13%
Q2g. I believe the work I do is important	100%	Q6h. My manager appropriately deals with employees who perform poorly	47%	Q4g. My manager discusses my career intentions with me	13%
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	100%	Q5d. My work performance is assessed against clear criteria	40%	Q5e. I receive regular and timely feedback from my manager	13%
Q8b. I believe in the purpose and objectives of my organisation	100%	Q5f. My manager has talked to me about what I am doing well in my work	40%	Q6a. My manager listens to what I have to say	13%



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		79%	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	40	47	87%	+10 ↑	+18 ↑	+26 ↑
	Q15b. I am proud to tell others I work for my organisation	40	47	87%	+10 ↑	+17 ↑	+21 ↑
STAY	Q15c. I feel a strong personal attachment to my organisation	40	33 13 13	73%	-3	+14 ↑	+18 ↑
STRIVE	Q15d. My organisation motivates me to help it achieve its objectives	40	40 13	80%	+4	+21 ↑	+26 ↑
	Q15e. My organisation inspires me to do the best in my job	40	40 20	80%	+4	+23 ↑	+26 ↑

KEY

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

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

KEY DRIVERS OF ENGAGEMENT



WHAT TO FOCUS ON?

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

THEY ARE NOT NECESSARILY THE QUESTIONS WITH THE LOWEST SCORES.

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

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



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

%
POSITIVE

VARIANCE FROM 2021 SURVEY

VARIANCE FROM COMPARATOR GROUP

VARIANCE FROM NTPS

		% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
.1	Q7a. I'm confident that my senior managers have the appropriate capabilities and skills to lead my organisation	87%	+4	+25↑	+24↑
.2	Q7b. Senior managers provide clear strategy and direction	87%	+10↑	+32↑	+31↑
.3	Q3d. People in my workgroup treat each other with respect	87%	+4	+2	+7↑
.4	Q3b. My workgroup always tries to improve its performance	87%	-2	+2	+6↑
.5	Q7d. Senior managers model the behaviours expected of employees	87%	+16↑	+27↑	+29↑
.6	Q9b. Senior managers think employees' wellbeing is important	80%	-2	+8↑	+15↑

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	80%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
Q14a. I receive adequate recognition for doing a good job	20	40	33	60%	-5 ↓	-5 ↓	0
Q14b. I have the appropriate level of autonomy to do my job effectively	27	60	13	87%	-7 ↓	+8 ↑	+6 ↑
Q14c. There are opportunities to be innovative in my job	27	53	20	80%	+4	+6 ↑	+11 ↑
Q14d. Overall, I am satisfied with my job	27	60		87%	+10 ↑	+13 ↑	+15 ↑
Q14e. Overall, I am satisfied with my organisation as an employer	33	53		87%	+10 ↑	+16 ↑	+21 ↑

KEY

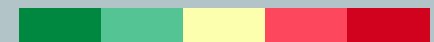


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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		90%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Motivation	Q2g. I believe the work I do is important	47	53	100%	+12 ↑	+7 ↑	+7 ↑
	Q15d. My organisation motivates me to help it achieve its objectives	40	40	13	+4	+21 ↑	+26 ↑
Purpose	Q8b. I believe in the purpose and objectives of my organisation	33	67	100%	+12 ↑	+22 ↑	+21 ↑
	Q15e. My organisation inspires me to do the best in my job	40	40	20	+4	+23 ↑	+26 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



EMPLOYEE EXPERIENCE



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

BELONGING		72%	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	40	33	13	13	73%	-3	+14 ↑	+18 ↑
	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	47	53			100%	+6 ↑	+13 ↑	+12 ↑
Included	Q5f. My manager has talked to me about what I am doing well in my work	20	40	40		60%	-11 ↓	-10 ↓	-1
	Q5g. My manager has talked to me about what I could do to improve my performance	20	20	53		40%	-13 ↓	-16 ↓	-9 ↓
	Q6c. My manager involves me in decisions about my work	33	47	20		80%	-8 ↓	+6 ↑	+11 ↑
	Q6b. My manager tells me about changes that affect me	40	33	13		73%	-9 ↓	-2	0
Respected	Q14a. I receive adequate recognition for doing a good job	20	40	33		60%	-5 ↓	-5 ↓	0
	K Q3d. People in my workgroup treat each other with respect	40	47			87%	+4	+2	+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

EMPLOYEE EXPERIENCE



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

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

RECOGNITION	68%	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	47	47	93%	-7 ↓	+4	+6 ↑
Q14a. I receive adequate recognition for doing a good job	20	40 33	60%	-5 ↓	-5 ↓	0
Q2f. I get adequate recognition for the contributions I make outside of my job description	20	47 27	67%	+8 ↑	+13 ↑	+17 ↑
Q6h. My manager appropriately deals with employees who perform poorly	27	27 47	53%	-5 ↓	+5 ↑	+9 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

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	33	33	33		67%	-16 ↓	-13 ↓	+3
	Q9a. My manager thinks employees' wellbeing is important	53	27	13		80%	-14 ↓	-5 ↓	0
K	Q9b. Senior managers think employees' wellbeing is important	47	33	20		80%	-2	+8 ↑	+15 ↑
K	Q3d. People in my workgroup treat each other with respect	40	47			87%	+4	+2	+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

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		15				
Strongly agree		0	0%	-	-12 ↓	-17 ↓
Agree		1	7%	-	-17 ↓	-17 ↓
Neither agree nor disagree		2	13%	-	-10 ↓	-14 ↓
Disagree		9	60%	-	+28 ↑	+35 ↑
Strongly disagree		3	20%	-	+10 ↑	+13 ↑
Q9g. How often do you find work stressful		15				
Always		0	0%	-	-3	-7 ↓
Often		2	13%	-	-12 ↓	-18 ↓
Sometimes		6	40%	-	-13 ↓	-6 ↓
Rarely		7	47%	-	+29 ↑	+33 ↑
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	47 27 27	73%	-9 ↓	-10 ↓	-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 (Dark Green) | Agree (Light Green) | Neither (Yellow) | Disagree (Pink) | Strongly disagree (Red)

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		15				
Experienced Bullying (all instances)		2	13%	-4	-4	-12 ↓
Experienced Physical Abuse (all instances)		0	0%	-	-	-1
Experienced Sexual Harassment (all instances)		0	0%	-18 ↓	-2	-6 ↓
No		12	80%	-2	+8 ↑	+15 ↑
Prefer not to say		1	7%	+7	-3	-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?		2				
Internal people (all instances)	The data for this question has been hidden for anonymity reasons.					
External people (all instances)	The data for this question has been hidden for anonymity reasons.					
Q13f. Have you made a formal complaint about the bullying incident?		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 / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

BULLYING	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
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Q13g. If you made a formal complaint, were you satisfied with the way it was handled?

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.					
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?

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 / 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

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

PHYSICAL ABUSE	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
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Q13i. If you made a formal complaint, were you satisfied with the way it was handled?

0

Yes	The data for this question has been hidden for anonymity reasons.					
No	The data for this question has been hidden for anonymity reasons.					
Don't Know	The data for this question has been hidden for anonymity reasons.					

Q13n. Did the physical abuse cause you to take time off work?

0

Yes	The data for this question has been hidden for anonymity reasons.					
No	The data for this question has been hidden for anonymity reasons.					

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

THE RESULTS FOR Q130 ARE PRODUCED BY GROUPING THE INDIVIDUAL RESPONSES TO THIS QUESTION INTO INTERNAL AND EXTERNAL GROUPS OF PEOPLE. FOR EXAMPLE, A CLIENT/CUSTOMER; MEMBER OF THE PUBLIC; CONSULTANT/SERVICE PROVIDER; AND REPRESENTATIVE OF ANOTHER ORGANISATION ARE ALL INCLUDED IN THE EXTERNAL RESULTS. MULTIPLE ANSWERS CAN BE SELECTED (I.E. A CLIENT/CUSTOMER, AS WELL AS A COLLEAGUE), THE PERCENTAGE WILL NOT EQUAL 100%.

SEXUAL HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q130. Who sexually harassed you?		0				
Internal people (all instances)	The data for this question has been hidden for anonymity reasons.					
External people (all instances)	The data for this question has been hidden for anonymity reasons.					
Q13p. Have you made a formal complaint about the sexual harassment?		0				
Yes	The data for this question has been hidden for anonymity reasons.					
No	The data for this question has been hidden for anonymity reasons.					

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SEXUAL HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
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Q13q. If you made a formal complaint, were you satisfied with the way it was handled?

0

Yes	The data for this question has been hidden for anonymity reasons.					
No	The data for this question has been hidden for anonymity reasons.					
Don't Know	The data for this question has been hidden for anonymity reasons.					

Q13s. Did the sexual harassment cause you to take time off work?

0

Yes	The data for this question has been hidden for anonymity reasons.					
No	The data for this question has been hidden for anonymity reasons.					

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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?		15				
Yes		3	20%	-9↓	+1	-6↓
No		12	80%	+9↑	-1	+6↑
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



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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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 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		87%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
K	Q3d. People in my workgroup treat each other with respect	40	47	87%	+4	+2	+7 ↑
	Q7f. Senior managers engage with employees at all levels of the organisation	53	40	93%	+11 ↑	+39 ↑	+42 ↑
	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	47	53	100%	+6 ↑	+13 ↑	+12 ↑
K	Q3b. My workgroup always tries to improve its performance	27	60	87%	-2	+2	+6 ↑
	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	27	47	73%	-3	+21 ↑	+26 ↑
K	Q7d. Senior managers model the behaviours expected of employees	27	60	87%	+16 ↑	+27 ↑	+29 ↑
	Q19a. Personal background is not a barrier to success in my organisation (e.g., cultural, age, disability, sexual)	20	60	80%	-8 ↓	+8 ↑	+12 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

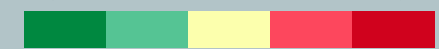


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Strongly agree Agree Neither Disagree Strongly disagree



WORKPLACE INCLUSION AND WELLBEING



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

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	80%	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	47	47	93%	+5 ↑	+11 ↑	+7 ↑	
	Q2d. I clearly understand what I'm expected to do in my job	53	47	100%	+12 ↑	+17 ↑	+15 ↑	
	Q5f. My manager has talked to me about what I am doing well in my work	20	40	40	60%	-11 ↓	-10 ↓	-1
	Q6b. My manager tells me about changes that affect me	40	33	13	73%	-9 ↓	-2	0
	Q6c. My manager involves me in decisions about my work	33	47	20	80%	-8 ↓	+6 ↑	+11 ↑
	Q7i. My senior managers effectively lead and manage change	33	47	13	80%	-2	+31 ↑	+30 ↑
	Q9e. My agency does a good job of promoting health and wellbeing	33	33	27	67%	-	-10 ↓	+13 ↑
	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	33	40	13	73%	-15 ↓	+10 ↑	+13 ↑
	Q12j. In my organisation, improper conduct is not tolerated	33	53	13	87%	+4	+17 ↑	+24 ↑

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Strongly agree Agree Neither Disagree Strongly disagree

WORKPLACE INCLUSION AND WELLBEING



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WORKPLACE WELLBEING		80%	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	20	40	33	60%	-5 ↓	-5 ↓	0
	Q14b. I have the appropriate level of autonomy to do my job effectively	27	60	13	87%	-7 ↓	+8 ↑	+6 ↑
	Q18u. In my workplace, the physical environment is a barrier to my success	33	27	40	67%	-4	-3	0
Behaviours	K Q3d. People in my workgroup treat each other with respect	40	47		87%	+4	+2	+7 ↑
	Q6i. My manager's behaviour at work is guided by the NTPS values	33	53		87%	+4	+9 ↑	+10 ↑
	Q6j. My manager encourages behaviours that are consistent with the NTPS values	33	53	13	87%	+4	+7 ↑	+9 ↑
	K Q7d. Senior managers model the behaviours expected of employees	27	60		87%	+16 ↑	+27 ↑	+29 ↑

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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		77%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	Q8c. It is safe to speak up and challenge the way things are done in my organisation	27	47	27	73%	+9 ↑	+17 ↑	+24 ↑	
	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	27	47	27	73%	-3	+21 ↑	+26 ↑	
K	Q9b. Senior managers think employees' wellbeing is important	47	33	20	80%	-2	+8 ↑	+15 ↑	
	Q9c. There is an appropriate level of focus on safety at my workplace	33	53	13	87%	-2	0	+15 ↑	
	Q19m. My workplace has a flexible approach to work	20	53	27	73%	-21 ↓	-2	+12 ↑	

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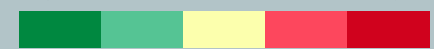


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CAPABILITY



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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)		15				
Yes		7	47%	-12 ↓	-37 ↓	-9 ↓
No		7	47%	+17 ↑	+36 ↑	+12 ↑
Not Sure		1	7%	-5 ↓	+1	-4
Q5b. I've received formal feedback on my performance		15				
Yes		8	53%	0	-21 ↓	+2
No		7	47%	0	+21 ↑	-2
Q5c. I've received informal feedback on my performance		15				
Yes		15	100%	+24 ↑	+16 ↑	+23 ↑
No		0	0%	-24 ↓	-16 ↓	-23 ↓

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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	13	47	27		60%	+1	-9 ↓	+4
Q5f. My manager has talked to me about what I am doing well in my work	20	40	40		60%	-11 ↓	-10 ↓	-1
Q5g. My manager has talked to me about what I could do to improve my performance	20	20	53		40%	-13 ↓	-16 ↓	-9 ↓
Q5d. My work performance is assessed against clear criteria	13	27	40	20	40%	-13 ↓	-27 ↓	-13 ↓
Q4g. My manager discusses my career intentions with me		60	20		67%	+14 ↑	+7 ↑	+12 ↑

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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?		15				
Yes		11	73%	-3	-6	+2
No		4	27%	+3	+6	-2
Q4b. In the past 12 months, have you done any learning and development activities?		15				
Yes		11	73%	+32	0	-1
No		4	27%	-32	0	+1
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)?		11				
Yes		4	36%	-49	-45	-30
No		7	64%	+49	+45	+30

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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)	33	40	13		73%	-3	+4	+8 ↑
Q4d. The learning and development I've done has helped me advance my career	18	45	27	9	64%	-	-3	+1
Q4e. The learning and development I've done has helped me do my job better	18	73		9	91%	-	+8 ↑	+8 ↑

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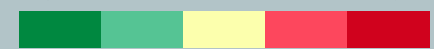


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SKILLS UTILISATION	91%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
Q2g. I believe the work I do is important	47	53	100%	+12 ↑	+7 ↑	+7 ↑	
Q2d. I clearly understand what I'm expected to do in my job	53	47	100%	+12 ↑	+17 ↑	+15 ↑	
Q14b. I have the appropriate level of autonomy to do my job effectively	27	60	13	87%	-7 ↓	+8 ↑	+6 ↑
Q2b. My job allows me to use my skills, knowledge and abilities	47	47		93%	+5 ↑	+11 ↑	+7 ↑
Q6g. My manager enables the team to do its best	40	33	27	73%	-3	-1	+2

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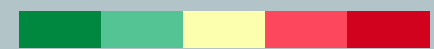


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INNOVATION



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AUTONOMY	93%	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			100%	+12	+17	+15
Q14b. I have the appropriate level of autonomy to do my job effectively			87%	-7	+8	+6
Q2b. My job allows me to use my skills, knowledge and abilities			93%	+5	+11	+7

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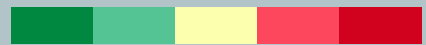


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INNOVATION



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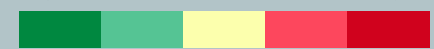
CONTINUOUS IMPROVEMENT		80%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	33	40	13	13	73%	-15 ↓	+10 ↑	+13 ↑
	Q16b. I believe my organisation will take action as a result of this survey	20	40	33		60%	-16 ↓	+12 ↑	+20 ↑
	Q8a. I know what I need to do to make changes happen in my organisation	27	60		13	87%	+4	+27 ↑	+35 ↑
	Q2c. I seek out opportunities to improve my day-to-day performance	40	60			100%	+12 ↑	+10 ↑	+9 ↑
	Q8c. It is safe to speak up and challenge the way things are done in my organisation	27	47		27	73%	+9 ↑	+17 ↑	+24 ↑
	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	27	47		27	73%	-3	+21 ↑	+26 ↑
K	Q3b. My workgroup always tries to improve its performance	27	60			87%	-2	+2	+6 ↑
	Q14c. There are opportunities to be innovative in my job	27	53		20	80%	+4	+6 ↑	+11 ↑
	Q10b. My team acts on the feedback we receive from our clients/customers/stakeholders	27	60		13	87%	-2	+15 ↑	+15 ↑

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QUALITY SERVICE DELIVERY



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QUALITY SERVICE DELIVERY	85%	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	33	40	13	13	73%	-15 ↓	+10 ↑	+13 ↑
Q10e. In my organisation, we put the client/customer/stakeholder at the centre of everything we do	33	33	33		67%	-16 ↓	-4	-3
Q10c. In my organisation, earning and sustaining a high level of public trust is seen as important	40	53			93%	+5 ↑	+12 ↑	+11 ↑
Q10d. My organisation provides high-quality services to the Northern Territory community	47	53			100%	+12 ↑	+17 ↑	+23 ↑
Q3c. People in my workgroup use their time and resources efficiently	27	60			87%	+4	+13 ↑	+15 ↑
Q8f. There is good collaboration between my organisation and other agencies or organisations we work with	27	60	13		87%	+10 ↑	+39 ↑	+34 ↑
Q8e. There is good cooperation between teams across our organisation	27	60	13		87%	+10 ↑	+37 ↑	+36 ↑

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MANAGERS



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

VISION AND PURPOSE	100%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2g. I believe the work I do is important		47 53	100%	+12 ↑	+7 ↑	+7 ↑
Q2d. I clearly understand what I'm expected to do in my job		53 47	100%	+12 ↑	+17 ↑	+15 ↑
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals		47 53	100%	+6 ↑	+13 ↑	+12 ↑

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AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree | Agree | Neither | Disagree | Strongly disagree



MANAGERS



EXPLORE THE FULL RESULTS

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

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

COMMUNICATION	66%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
Q4g. My manager discusses my career intentions with me		60	20	67%	+14	+7	+12	
Q6g. My manager enables the team to do its best		40	33	27	73%	-3	-1	+2
Q5f. My manager has talked to me about what I am doing well in my work		20	40	40	60%	-11	-10	-1
Q5g. My manager has talked to me about what I could do to improve my performance		20	20	53	40%	-13	-16	-9
Q6c. My manager involves me in decisions about my work		33	47	20	80%	-8	+6	+11
Q6b. My manager tells me about changes that affect me		40	33	13	73%	-9	-2	0

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

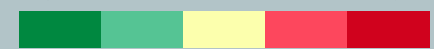


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INTEGRITY AND ACCOUNTABILITY	82%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q12d. I would be confident to approach my manager to discuss concerns or grievances	27	60	87%	-7 ↓	+4	+8 ↑
Q6d. My manager is objective when making decisions	33	53	87%	+4	+15 ↑	+18 ↑
Q6j. My manager encourages behaviours that are consistent with the NTPS values	33	53	87%	+4	+7 ↑	+9 ↑
Q6e. My manager is an effective decision maker	47	40	87%	+10 ↑	+13 ↑	+16 ↑
Q6a. My manager listens to what I have to say	33	47	80%	-14 ↓	-2	+2
Q6f. My manager thinks avoiding conflicts of interest is important	53	40	93%	+11 ↑	+26 ↑	+24 ↑
Q6h. My manager appropriately deals with employees who perform poorly	27	27	53%	-5 ↓	+5 ↑	+9 ↑

KEY

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

SENIOR MANAGERS



EXPLORE THE FULL RESULTS

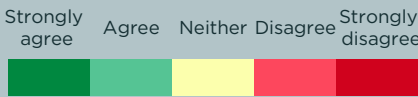
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VISION AND PURPOSE	93%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q8b. I believe in the purpose and objectives of my organisation	33	67	100%	+12 ↑	+22 ↑	+21 ↑
Q7c. The senior management team has a clear vision for the future of the organisation	33	60	93%	+23 ↑	+36 ↑	+38 ↑
K Q7b. Senior managers provide clear strategy and direction	40	47	87%	+10 ↑	+32 ↑	+31 ↑

KEY **K** KEY DRIVER OF ENGAGEMENT QUESTION

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SENIOR MANAGERS



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COMMUNICATION	87%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q7h. Communications about change from senior managers are timely	27	67	93%	+11 ↑	+44 ↑	+43 ↑
Q7f. Senior managers engage with employees at all levels of the organisation	53	40	93%	+11 ↑	+39 ↑	+42 ↑
Q7g. Senior managers keep employees informed about what's going on	40	40	80%	-2	+25 ↑	+27 ↑
Q7e. The senior managers in my organisation make timely decisions	40	40	80%	+4	+36 ↑	+31 ↑

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INTEGRITY AND ACCOUNTABILITY		85%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
K	Q7a. I'm confident that my senior managers have the appropriate capabilities and skills to lead my organisation	40	47	87%	+4	+25 ↑	+24 ↑	
K	Q7d. Senior managers model the behaviours expected of employees	27	60	87%	+16 ↑	+27 ↑	+29 ↑	
	Q12k. In my organisation, behaving impartially is important	33	47	20	80%	+4	+16 ↑	+10 ↑
	Q12j. In my organisation, improper conduct is not tolerated	33	53	13	87%	+4	+17 ↑	+24 ↑

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GOVERNANCE



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		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Change Management	Q7i. My senior managers effectively lead and manage change		80%	-2	+31 ↑	+30 ↑
	Q6b. My manager tells me about changes that affect me		73%	-9 ↓	-2	0
Code of Conduct	Q12g. My behaviour at work is guided by the code of conduct		100%	+12 ↑	+9 ↑	+7 ↑
	Q12h. My manager's behaviour at work is guided by the code of conduct		93%	+5 ↑	+5 ↑	+10 ↑
Merit	Q11a. People recruited to my organisation seem to have the right skills for the job		87%	-2	+30 ↑	+34 ↑
	Q11b. Recruitment and promotion decisions in my workplace are based on merit		67%	-16 ↓	+16 ↑	+17 ↑
NTPS Values	Q2a. My behaviour at work is guided by the NTPS values		93%	+5 ↑	+15 ↑	+6 ↑
	Q6i. My manager's behaviour at work is guided by the NTPS values		87%	+4	+9 ↑	+10 ↑
WHS	Q9c. There is an appropriate level of focus on safety at my workplace		87%	-2	0	+15 ↑

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Strongly agree (dark green) | Agree (medium 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.

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)		15				
Yes		15	100%	+6	+2	+2
No		0	0%	-6	-2	-2

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ORGANISATIONAL ACCOUNTABILITY	77%	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	27	60	87%	-7 ↓	+4	+8 ↑
Q12i. In my organisation, avoiding conflict of interest is seen as important	53	40	93%	+5 ↑	+17 ↑	+17 ↑
Q12j. In my organisation, improper conduct is not tolerated	33	53	87%	+4	+17 ↑	+24 ↑
Q3c. People in my workgroup use their time and resources efficiently	27	60	87%	+4	+13 ↑	+15 ↑
Q11b. Recruitment and promotion decisions in my workplace are based on merit	27	40	67%	-16 ↓	+16 ↑	+17 ↑
Q12e. I am confident that I would be protected from reprisal for reporting improper conduct	13	40	53%	-29 ↓	-11 ↓	-4
Q12f. I am confident that if I reported improper conduct in my organisation, it would be investigated in a thorough and objective way	20	47	67%	-10 ↓	+9 ↑	+14 ↑

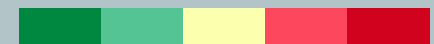
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ORGANISATIONAL ACCOUNTABILITY	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q12b. I have witnessed improper conduct		15				
Yes		3	20%	+2	-7	-14
No		12	80%	-2	+7	+14
Q12c. I know what to do to report improper conduct in my organisation		15				
Yes		15	100%	+12	+4	+9
No		0	0%	-12	-4	-9

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TAKING ACTION



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TAKING ACTION	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q16a. I believe my organisation took appropriate action from the last People Matter survey		40%	-	+4	+11 ↑
Q16b. I believe my organisation will take action as a result of this survey		60%	-16 ↓	+12 ↑	+20 ↑

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