



NT PEOPLE MATTER SURVEY 2023

Territory Generation

RESPONSE RATE:

89%

RESPONSES:

182
of 205

YOUR
EMPLOYEE
ENGAGEMENT
SCORE:

68%



VARIANCE from 2021 SURVEY: ↑ +7

VARIANCE from NTPS: +4

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:

73%



VARIANCE from 2021 SURVEY: ↑ +8

VARIANCE from NTPS: +3



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

74%

DISABILITY - Yes

Restricted

AGE - 55+ YRS

67%



HIGHEST SCORING QUESTIONS:

% POSITIVE

Q2g. I believe the work I do is important

95%

Q12g. My behaviour at work is guided by the code of conduct

92%

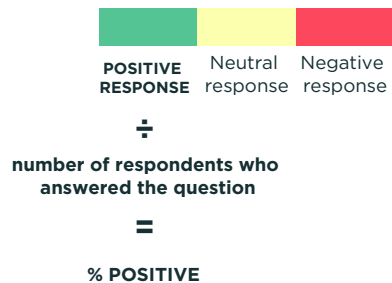
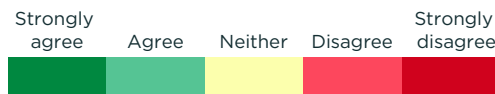
Q20b. I feel confident to stop a job over safety concerns

92%

GUIDE TO THIS REPORT

% POSITIVE

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



ROUNDING

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

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

ANONYMITY

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

COMPARISONS TO COMPARATOR GROUP

WITHIN THIS REPORT A COMPARISON AGAINST COMPARATOR GROUP REFERS TO COMMERCIAL (OR INCLUDES A COMMERCIAL ELEMENT)

DEFINITIONS

RESTRICTED - INDICATES A GROUP WITH LESS THAN 10 RESPONDENTS

'-' - INDICATES DATA NOT AVAILABLE

TIPS & SUGGESTIONS

01.

Take the time to digest the scores and identify the areas where you are performing well.

These will tend to be high scores which are notably above any comparative scores. These should be celebrated. Share the good news with employees.



UNDERSTANDING YOUR REPORT AND GETTING TO ACTION!

- THE SCORES ON THE FRONT PAGE GIVE YOU SOME SUMMARY INFORMATION. FIRST TAKE THE TIME TO FULLY UNDERSTAND THIS REPORT BEFORE SHARING WITH OTHERS.

- WHAT IS YOUR RESPONSE RATE? IF HIGH, THE RESULTS WILL BE REPRESENTATIVE OF THE VIEWS OF YOUR COLLEAGUES. IF LOW (<20%) TAKE CARE WHEN INTERPRETING THE RESULTS. ENCOURAGE ALL COLLEAGUES TO HELP WITH ACTION PLANNING AND HOPEFULLY THIS WILL ENCOURAGE THEM TO COMPLETE THE SURVEY NEXT TIME.

- HOW DO YOUR SCORES COMPARE TO YOUR PARENT UNIT OR THE ORGANISATION OVERALL?

ARE THERE ANY SCORES THAT ARE UNEXPECTED?

Identify areas that need improvement.

02.

These will be the lower scores, and/or those which are scoring notably below your comparators. Discuss these areas with your colleagues in focus groups or one2ones, gather their thoughts and solutions before deciding actions to take.

03.

High neutral responses (lots of employees ticking 'neither agree nor disagree')

Ask your colleagues about their views to find out what is causing this uncertainty. More communication and involvement may help to shift them to a positive frame of mind.

04.

It may be helpful to discuss with your manager or other colleagues (your peers, HR, subject experts) to share ideas before developing plans for action.

There are lots of websites of ideas and case studies to give you further inspiration and top tips.

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

05.

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

What should be put in place to achieve this?

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

Is there room for improvement?

06.

HEADLINE SCORES

HIGHEST POSITIVE SCORING QUESTIONS	% POSITIVE	HIGHEST NEUTRAL SCORING QUESTIONS	% NEUTRAL	HIGHEST NEGATIVE SCORING QUESTIONS	% NEGATIVE
Q2g. I believe the work I do is important	95%	Q16a. I believe my organisation took appropriate action from the last People Matter survey	43%	Q8e. There is good cooperation between teams across our organisation	30%
Q12g. My behaviour at work is guided by the code of conduct	92%	Q8f. There is good collaboration between my organisation and other agencies or organisations we work with	34%	Q7e. The senior managers in my organisation make timely decisions	25%
Q20b. I feel confident to stop a job over safety concerns	92%	Q16b. I believe my organisation will take action as a result of this survey	34%	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	23%
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	90%	Q5g. My manager has talked to me about what I could do to improve my performance	32%	Q7h. Communications about change from senior managers are timely	22%
Q2c. I seek out opportunities to improve my day-to-day performance	89%	Q6h. My manager appropriately deals with employees who perform poorly	31%	Q7g. Senior managers keep employees informed about what's going on	21%



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		68%	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	26	45	20	8	70%	+17 ↑	+2	+10 ↑	
	Q15b. I am proud to tell others I work for my organisation	27	43	21		70%	+11 ↑	0	+5 ↑	
STAY	Q15c. I feel a strong personal attachment to my organisation	22	36	30	11	58%	+3	-1	+3	
STRIVE	Q15d. My organisation motivates me to help it achieve its objectives	18	44	26	10	62%	+19 ↑	+3	+7 ↑	
	Q15e. My organisation inspires me to do the best in my job	18	41	26	12	59%	+18 ↑	+2	+5 ↑	

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	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	65%	+9	+3	+5
.2	Q6c. My manager involves me in decisions about my work	69%	+4	-5	0
.3	Q14a. I receive adequate recognition for doing a good job	63%	+10	-2	+3
.4	Q6d. My manager is objective when making decisions	69%	+7	-2	+1
.5	Q7d. Senior managers model the behaviours expected of employees	63%	+24	+3	+5
.6	Q2f. I get adequate recognition for the contributions I make outside of my job description	53%	+14	0	+4

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		73%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
K	Q14a. I receive adequate recognition for doing a good job	18	45	23	12	63%	+10 ↑	-2	+3	
	Q14b. I have the appropriate level of autonomy to do my job effectively	24	54	15		78%	+2	0	-3	
	Q14c. There are opportunities to be innovative in my job	25	48	21		73%	+11 ↑	-1	+4	
	Q14d. Overall, I am satisfied with my job	29	48	16		76%	+5 ↑	+2	+5 ↑	
	Q14e. Overall, I am satisfied with my organisation as an employer	25	47	20		72%	+12 ↑	+1	+6 ↑	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



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		74%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
Motivation	Q2g. I believe the work I do is important	46	49	95%	+1	+2	+2	
	Q15d. My organisation motivates me to help it achieve its objectives	18	44	26	10	62%	+19 ↑	+3
Purpose	Q8b. I believe in the purpose and objectives of my organisation	25	55	17	81%	+3	+3	+1
	Q15e. My organisation inspires me to do the best in my job	18	41	26	12	59%	+18 ↑	+2

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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 AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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

EMPLOYEE EXPERIENCE



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

BELONGING		69%	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	22	36	30	11	58%	+3	-1	+3	
	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	43	47			90%	+3	+3	+2	
Included	Q5f. My manager has talked to me about what I am doing well in my work	19	48	19	11	68%	+9 ↑	-2	+7 ↑	
	Q5g. My manager has talked to me about what I could do to improve my performance	14	36	32	15	51%	0	-6 ↓	+1	
	K Q6c. My manager involves me in decisions about my work	27	41	19	8	69%	+4	-5 ↓	0	
	Q6b. My manager tells me about changes that affect me	27	44	18	7	71%	+7 ↑	-4	-2	
Respected	K Q14a. I receive adequate recognition for doing a good job	18	45	23	12	63%	+10 ↑	-2	+3	
	Q3d. People in my workgroup treat each other with respect	39	43	10		82%	+4	-3	+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

EMPLOYEE EXPERIENCE



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

RECOGNITION		64%	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	40	49	89%	-2	0	+2			
K	Q14a. I receive adequate recognition for doing a good job	18	45	23	12	63%	+10 ↑	-2	+3	
K	Q2f. I get adequate recognition for the contributions I make outside of my job description	16	38	26	15	53%	+14 ↑	0	+4	
	Q6h. My manager appropriately deals with employees who perform poorly	15	36	31	10	8	51%	+12 ↑	+2	+7 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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Strongly agree Agree Neither Disagree Strongly disagree

EMPLOYEE EXPERIENCE



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

EMPLOYEE HEALTH AND WELLBEING	79%	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	29	50	14	79%	+5 ↑	-1	+15 ↑	
Q9a. My manager thinks employees' wellbeing is important	40	45	10	85%	+7 ↑	-1	+4	
Q9b. Senior managers think employees' wellbeing is important	26	46	18	9	71%	+13 ↑	0	+7 ↑
Q3d. People in my workgroup treat each other with respect	39	43	10	82%	+4	-3	+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

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		182				
Strongly agree		15	8%	-	-3	-9 ⬇️
Agree		50	27%	-	+4	+4
Neither agree nor disagree		50	27%	-	+4	0
Disagree		50	27%	-	-4	+2
Strongly disagree		17	9%	-	0	+3
Q9g. How often do you find work stressful		182				
Always		5	3%	-	0	-5 ⬇️
Often		45	25%	-	0	-7 ⬇️
Sometimes		98	54%	-	+1	+8 ⬆️
Rarely		28	15%	-	-2	+2
Never		6	3%	-	+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	<div style="display: flex; justify-content: space-between; width: 100%;"> 36 45 14 </div>	81%	+14 ↑	-3	+4

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

↑

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

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		182				
Experienced Bullying (all instances)		34	19%	-10 ↓	+1	-7 ↓
Experienced Physical Abuse (all instances)		0	0%	-	-	-1
Experienced Sexual Harassment (all instances)		1	1%	-3	-2	-5 ↓
No		129	71%	+10 ↑	-1	+6 ↑
Prefer not to say		19	10%	0	0	+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?		34				
Internal people (all instances)		34	100%	0	+12	+11
External people (all instances)		1	3%	0	-14	-18
Q13f. Have you made a formal complaint about the bullying incident?		34				
Yes		2	6%	-18	-9	-15
No		32	94%	+18	+9	+15

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

BULLYING	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13g. If you made a formal complaint, were you satisfied with the way it was handled?		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.					
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?		34				
Yes		6	18%	-12 ↓	-3	-13 ↓
No		28	82%	+12 ↑	+3	+13 ↑

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?		1				
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?		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 / PHYSICAL ABUSE / SEXUAL HARASSMENT



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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?

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 / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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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?		182				
Yes		38	21%	-7↓	+2	-5↓
No		144	79%	+7↑	-2	+5↑
Q13c. What action did you take after witnessing this bullying/sexual harassment?		38				
Spoke about the matter to the person perceived to be the bully		14	37%	+4	+5↑	+14↑
Spoke about the matter to the person perceived to have been bullied		12	32%	-20↓	-7↓	-6↓
Reported the matter formally or informally		22	58%	-6↓	0	+8↑
Made a note of the occurrence but took no action		4	11%	-26↓	+2	-8↓
Took no action		2	5%	-1	-3	-5↓
Other		5	13%	+1	+2	+4

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WORKPLACE INCLUSION AND WELLBEING



EXPLORE THE FULL RESULTS

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

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

THESE RESULTS PROVIDE AN INSIGHT INTO WORKPLACE INCLUSION BY COLLECTIVELY GROUPING THE ABOVE RESPONSES TOGETHER. THIS IS NOT A COMPLETE PICTURE OF WORKPLACE INCLUSION, AND RESULTS SHOULD BE CONSIDERED IN CONTEXT OF OTHER RESULTS THAT PAINT 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	72%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
Q3d. People in my workgroup treat each other with respect	39	43	10	82%	+4	-3	+3	
Q7f. Senior managers engage with employees at all levels of the organisation	16	38	25	15	54%	+22 ↑	0	+3
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	43	47		90%	+3	+3	+2	
Q3b. My workgroup always tries to improve its performance	38	48	8	86%	+6 ↑	+2	+5 ↑	
Q8d. My organisation fairly considers recommendations from staff about how we could operate better	13	42	22	18	55%	+17 ↑	+3	+8 ↑
K Q7d. Senior managers model the behaviours expected of employees	19	44	19	13	63%	+24 ↑	+3	+5 ↑
Q19a. Personal background is not a barrier to success in my organisation (e.g., cultural, age, disability, sexual)	30	43	16	9	73%	+4	+1	+5 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

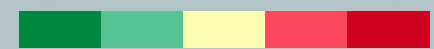


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree 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		72%	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	36	48	8	8	84%	+6 ↑	+1	-2	
	Q2d. I clearly understand what I'm expected to do in my job	31	53	9		85%	+7 ↑	+2	-1	
	Q5f. My manager has talked to me about what I am doing well in my work	19	48	19	11	68%	+9 ↑	-2	+7 ↑	
	Q6b. My manager tells me about changes that affect me	27	44	18	7	71%	+7 ↑	-4	-2	
	K Q6c. My manager involves me in decisions about my work	27	41	19	8	69%	+4	-5 ↓	0	
	Q7i. My senior managers effectively lead and manage change	14	37	30	13	7	51%	+11 ↑	+1	0
	Q9e. My agency does a good job of promoting health and wellbeing	32	46	12	8	78%	-	+2	+24 ↑	
	K Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	16	49	23	9	65%	+9 ↑	+3	+5 ↑	
	Q12j. In my organisation, improper conduct is not tolerated	24	44	22		68%	+1	-2	+5 ↑	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

WORKPLACE INCLUSION AND WELLBEING



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

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		72%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Job characteristics design and management	K Q14a. I receive adequate recognition for doing a good job	18	45	23	12	63%	+10 ↑	-2	+3	
	Q14b. I have the appropriate level of autonomy to do my job effectively	24	54	15		78%	+2	0	-3	
	Q18u. In my workplace, the physical environment is a barrier to my success		23	43	25	69%	+4	-1	+2	
Behaviours	Q3d. People in my workgroup treat each other with respect	39	43	10		82%	+4	-3	+3	
	Q6i. My manager's behaviour at work is guided by the NTPS values	29	48	16		77%	+9 ↑	-1	0	
	Q6j. My manager encourages behaviours that are consistent with the NTPS values	28	52	14		80%	+12 ↑	0	+3	
	K Q7d. Senior managers model the behaviours expected of employees	19	44	19	13	63%	+24 ↑	+3	+5 ↑	

KEY

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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.

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	67%	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	15	43	20	16	58%	+10 ↑	+2	+9 ↑
Q8d. My organisation fairly considers recommendations from staff about how we could operate better	13	42	22	18	55%	+17 ↑	+3	+8 ↑
Q9b. Senior managers think employees' wellbeing is important	26	46	18	9	71%	+13 ↑	0	+7 ↑
Q9c. There is an appropriate level of focus on safety at my workplace	42	41	11		82%	-4	-4	+10 ↑
Q19m. My workplace has a flexible approach to work	21	49	18	9	70%	+15 ↑	-5 ↓	+9 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

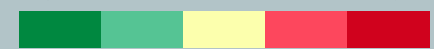


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



CAPABILITY



EXPLORE THE FULL RESULTS

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

PERFORMANCE CONVERSATIONS	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q5a. I have a current performance agreement in place (e.g. My Plan, Capability Enhancement Plan, Workplace Participation Plan, or Plan Do Review)		182				
Yes		156	86%	-10 ↓	+2	+30 ↑
No		14	8%	+5 ↑	-3	-27 ↓
Not Sure		12	7%	+5 ↑	+1	-4
Q5b. I've received formal feedback on my performance		182				
Yes		139	76%	-2	+2	+25 ↑
No		43	24%	+2	-2	-25 ↓
Q5c. I've received informal feedback on my performance		182				
Yes		146	80%	+6 ↑	-4	+3
No		36	20%	-6 ↓	+4	-3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

CAPABILITY



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

PERFORMANCE CONVERSATIONS	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q5e. I receive regular and timely feedback from my manager	19	46	20	13	65%	+3	-3	+9 ↑
Q5f. My manager has talked to me about what I am doing well in my work	19	48	19	11	68%	+9 ↑	-2	+7 ↑
Q5g. My manager has talked to me about what I could do to improve my performance	14	36	32	15	51%	0	-6 ↓	+1
Q5d. My work performance is assessed against clear criteria	20	51	19	8	71%	+10 ↑	+4	+18 ↑
Q4g. My manager discusses my career intentions with me	19	37	30	10	57%	+4	-3	+2

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

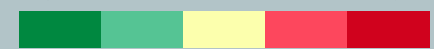


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



CAPABILITY



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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?		182				
Yes		152	84%	+7	+4	+12
No		30	16%	-7	-4	-12
Q4b. In the past 12 months, have you done any learning and development activities?		182				
Yes		125	69%	+8	-5	-5
No		57	31%	-8	+5	+5
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)?		125				
Yes		109	87%	-4	+5	+21
No		16	13%	+4	-5	-21

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

CAPABILITY



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

LEARNING AND DEVELOPMENT	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q4f. My manager helps to develop my capability (work-related skills and knowledge)	25	44	19	10	69%	+13 ↑	0	+3
Q4d. The learning and development I've done has helped me advance my career	25	48	20		73%	+17 ↑	+6 ↑	+10 ↑
Q4e. The learning and development I've done has helped me do my job better	28	56	13		84%	+8 ↑	+1	+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 (Dark Green) | Agree (Light Green) | Neither (Yellow) | Disagree (Pink) | Strongly disagree (Red)

CAPABILITY



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

SKILLS UTILISATION	83%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2g. I believe the work I do is important	46	49	95%	+1	+2	+2
Q2d. I clearly understand what I'm expected to do in my job	31	53	85%	+7 ↑	+2	-1
Q14b. I have the appropriate level of autonomy to do my job effectively	24	54	78%	+2	0	-3
Q2b. My job allows me to use my skills, knowledge and abilities	36	48	84%	+6 ↑	+1	-2
Q6g. My manager enables the team to do its best	26	46	72%	+10 ↑	-2	+1

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

INNOVATION



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

AUTONOMY	82%	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	31	53	9	85%	+7 ↑	+2	-1
Q14b. I have the appropriate level of autonomy to do my job effectively	24	54	15	78%	+2	0	-3
Q2b. My job allows me to use my skills, knowledge and abilities	36	48	8	84%	+6 ↑	+1	-2

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



INNOVATION



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

CONTINUOUS IMPROVEMENT		68%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
K	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	16	49	23	9	65%	+9 ↑	+3	+5 ↑	
	Q16b. I believe my organisation will take action as a result of this survey	12	38	34	10	50%	+19 ↑	+2	+10 ↑	
	Q8a. I know what I need to do to make changes happen in my organisation	17	45	26	12	62%	+5 ↑	+2	+10 ↑	
	Q2c. I seek out opportunities to improve my day-to-day performance	37	52	9		89%	-4	-1	-2	
	Q8c. It is safe to speak up and challenge the way things are done in my organisation	15	43	20	16	58%	+10 ↑	+2	+9 ↑	
	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	13	42	22	18	55%	+17 ↑	+3	+8 ↑	
	Q3b. My workgroup always tries to improve its performance	38	48	8		86%	+6 ↑	+2	+5 ↑	
	Q14c. There are opportunities to be innovative in my job	25	48	21		73%	+11 ↑	-1	+4	
	Q10b. My team acts on the feedback we receive from our clients/customers/stakeholders	19	50	24		69%	+20 ↑	-3	-3	

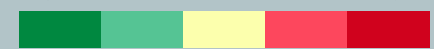
KEY

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



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

QUALITY SERVICE DELIVERY		68%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
K	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	16	49	23	9	65%	+9 ↑	+3	+5 ↑	
	Q10e. In my organisation, we put the client/customer/stakeholder at the centre of everything we do	21	49	23		70%	+13 ↑	-1	0	
	Q10c. In my organisation, earning and sustaining a high level of public trust is seen as important	30	49	16		79%	-3	-2	-3	
	Q10d. My organisation provides high-quality services to the Northern Territory community	36	52	9		87%	+4	+4	+10 ↑	
	Q3c. People in my workgroup use their time and resources efficiently	25	48	15	10	73%	+6 ↑	-1	+1	
	Q8f. There is good collaboration between my organisation and other agencies or organisations we work with	13	38	34	14	51%	+12 ↑	+3	-2	
	Q8e. There is good cooperation between teams across our organisation	12	36	22	25	48%	+10 ↑	-1	-2	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

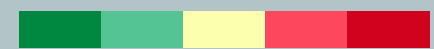


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



MANAGERS



EXPLORE THE FULL RESULTS

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

VISION AND PURPOSE	90%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2g. I believe the work I do is important		46 49	95%	+1	+2	+2
Q2d. I clearly understand what I'm expected to do in my job		31 53 9	85%	+7 ↑	+2	-1
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals		43 47	90%	+3	+3	+2

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

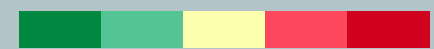


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



MANAGERS



EXPLORE THE FULL RESULTS

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

COMMUNICATION		64%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	Q4g. My manager discusses my career intentions with me	19	37	30	10	57%	+4	-3	+2	
	Q6g. My manager enables the team to do its best	26	46	18	8	72%	+10 ↑	-2	+1	
	Q5f. My manager has talked to me about what I am doing well in my work	19	48	19	11	68%	+9 ↑	-2	+7 ↑	
	Q5g. My manager has talked to me about what I could do to improve my performance	14	36	32	15	51%	0	-6 ↓	+1	
K	Q6c. My manager involves me in decisions about my work	27	41	19	8	69%	+4	-5 ↓	0	
	Q6b. My manager tells me about changes that affect me	27	44	18	7	71%	+7 ↑	-4	-2	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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Strongly agree Agree Neither Disagree Strongly disagree

MANAGERS



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

INTEGRITY AND ACCOUNTABILITY		72%	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	36	46	9 7	82%	+5 ↑	-1	+3
K	Q6d. My manager is objective when making decisions	25	45	18 9	69%	+7 ↑	-2	+1
	Q6j. My manager encourages behaviours that are consistent with the NTPS values	28	52	14	80%	+12 ↑	0	+3
	Q6e. My manager is an effective decision maker	27	46	15	74%	+18 ↑	0	+3
	Q6a. My manager listens to what I have to say	30	49	12	79%	+8 ↑	-3	+1
	Q6f. My manager thinks avoiding conflicts of interest is important	27	42	26	69%	+5 ↑	+1	-1
	Q6h. My manager appropriately deals with employees who perform poorly	15	36	31 10 8	51%	+12 ↑	+2	+7 ↑

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Strongly agree Agree Neither Disagree Strongly disagree

SENIOR MANAGERS



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

VISION AND PURPOSE	65%	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	25	55	17	81%	+3	+3	+1	
Q7c. The senior management team has a clear vision for the future of the organisation	19	41	24	13	60%	+25 ↑	+2	+5 ↑
Q7b. Senior managers provide clear strategy and direction	18	38	26	13	55%	+24 ↑	+1	0

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

SENIOR MANAGERS



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COMMUNICATION	51%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q7h. Communications about change from senior managers are timely	13	35	30	16	48%	+13 ↑	-2	-2	
Q7f. Senior managers engage with employees at all levels of the organisation	16	38	25	15	54%	+22 ↑	0	+3	
Q7g. Senior managers keep employees informed about what's going on	14	41	24	15	55%	+16 ↑	0	+2	
Q7e. The senior managers in my organisation make timely decisions	12	33	30	19	45%	+17 ↑	+1	-4	

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SENIOR MANAGERS



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

INTEGRITY AND ACCOUNTABILITY		64%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	Q7a. I'm confident that my senior managers have the appropriate capabilities and skills to lead my organisation	19	44	20	9	7	63%	+17 ↑	+2	0
K	Q7d. Senior managers model the behaviours expected of employees	19	44	19	13		63%	+24 ↑	+3	+5 ↑
	Q12k. In my organisation, behaving impartially is important	20	43	31			63%	+8 ↑	-1	-7 ↓
	Q12j. In my organisation, improper conduct is not tolerated	24	44	22			68%	+1	-2	+5 ↑

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GOVERNANCE



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

		RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Change Management	Q7i. My senior managers effectively lead and manage change	14	37	30	13	7	51%	+11 ↑	+1	0
	Q6b. My manager tells me about changes that affect me	27	44	18	7		71%	+7 ↑	-4	-2
Code of Conduct	Q12g. My behaviour at work is guided by the code of conduct	34	58				92%	+4	0	-1
	Q12h. My manager's behaviour at work is guided by the code of conduct	32	53	11			85%	+9 ↑	-3	+2
Merit	Q11a. People recruited to my organisation seem to have the right skills for the job	11	50	25	12		61%	+27 ↑	+4	+9 ↑
	Q11b. Recruitment and promotion decisions in my workplace are based on merit	15	34	31	13	8	49%	+15 ↑	-2	0
NTPS Values	Q2a. My behaviour at work is guided by the NTPS values	32	53	10			85%	+3	+6 ↑	-3
	Q6i. My manager's behaviour at work is guided by the NTPS values	29	48	16			77%	+9 ↑	-1	0
WHS	Q9c. There is an appropriate level of focus on safety at my workplace	42	41	11			82%	-4	-4	+10 ↑

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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)		182				
Yes		180	99%	0	+1	0
No		2	1%	0	-1	0

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

ORGANISATIONAL ACCOUNTABILITY	67%	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	36	46	9 7	82%	+5 ↑	-1 +3
Q12i. In my organisation, avoiding conflict of interest is seen as important	30	48	20	77%	+9 ↑	+1 +1
Q12j. In my organisation, improper conduct is not tolerated	24	44	22	68%	+1	-2 +5 ↑
Q3c. People in my workgroup use their time and resources efficiently	25	48	15 10	73%	+6 ↑	-1 +1
Q11b. Recruitment and promotion decisions in my workplace are based on merit	15	34	31 13 8	49%	+15 ↑	-2 0
Q12e. I am confident that I would be protected from reprisal for reporting improper conduct	26	40	18 13	66%	+8 ↑	+1 +8 ↑
Q12f. I am confident that if I reported improper conduct in my organisation, it would be investigated in a thorough and objective way	20	36	27 9 8	57%	+7 ↑	-2 +4

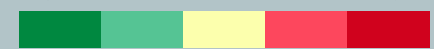
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GOVERNANCE



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

ORGANISATIONAL ACCOUNTABILITY	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q12b. I have witnessed improper conduct		182				
Yes		52	29%	-7 ↓	+2	-6 ↓
No		130	71%	+7 ↑	-2	+6 ↑
Q12c. I know what to do to report improper conduct in my organisation		182				
Yes		173	95%	+3	-1	+4
No		9	5%	-3	+1	-4

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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	8	29	43	12	7	37%	-	+1	+8 ↑
Q16b. I believe my organisation will take action as a result of this survey	12	38	34	10		50%	+19 ↑	+2	+10 ↑

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TERRITORY GENERATION QUESTIONS



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	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q20a. The person I report to sets a good example when it comes to health and safety	41	44	9		85%	-	0	0
Q20b. I feel confident to stop a job over safety concerns	47	45			92%	-	0	0
Q20c. I believe safety is a priority to the person I report to	46	42	9		88%	-	0	0
Q20d. This organisation walks the talk when it comes to safety	34	40	14	8	74%	-	0	0
Q20e. The person I report to encourages me to report hazards and incidents in MyHub	41	43	12		84%	-	0	0
Q20f. If I raise a safety concern, I am confident that it will be acted on by TGen	34	45	11	8	78%	-	0	0
Q20g. My Supervisor makes me feel comfortable reporting any safety incident no matter how small	41	43	12		84%	-	0	0
Q20h. I am confident that all WHS incidents and near-misses will be investigated	32	43	11	11	75%	-	0	0

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Strongly agree Agree Neither Disagree Strongly disagree

