



## NT PEOPLE MATTER SURVEY 2023

# Aboriginal Areas Protection Authority

RESPONSE RATE:

86%

RESPONSES:

30  
of 35

YOUR EMPLOYEE ENGAGEMENT SCORE:

72%



VARIANCE from 2021 SURVEY: ↓ -7

VARIANCE from NTPS: ↑ +7

**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:

74%



VARIANCE from 2021 SURVEY: ↓ -15

VARIANCE from NTPS: ↑ +5



## WHAT NOW?

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

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

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



### EEO GROUP ENGAGEMENT SCORES:

ENGAGEMENT SCORES

ATSI - Yes

Restricted

DISABILITY - Yes

Restricted

AGE - 55+ YRS

Restricted



### HIGHEST SCORING QUESTIONS:

% POSITIVE

Q2g. I believe the work I do is important

100%

Q8b. I believe in the purpose and objectives of my organisation

100%

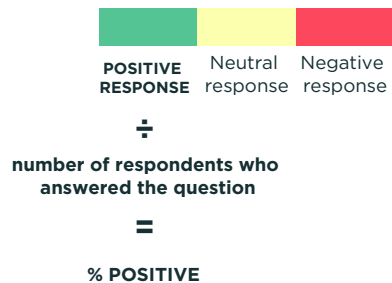
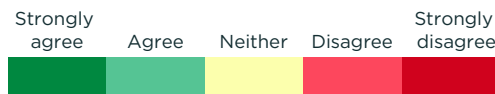
Q10c. In my organisation, earning and sustaining a high level of public trust is seen as important

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.



## 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	<b>151 + 166 = 317</b>					
% POSITIVE	<b>317 ÷ 613 = 52%</b>					

## ANONYMITY

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

## COMPARISONS TO COMPARATOR GROUP

WITHIN THIS REPORT A COMPARISON AGAINST COMPARATOR GROUP REFERS TO STATUTORY AUTHORITY

## DEFINITIONS

RESTRICTED - INDICATES A GROUP WITH LESS THAN 10 RESPONDENTS

'-' - INDICATES DATA NOT AVAILABLE

# TIPS & SUGGESTIONS

## 01.

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

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



## UNDERSTANDING YOUR REPORT AND GETTING TO ACTION!

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

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

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

**ARE THERE ANY SCORES THAT ARE UNEXPECTED?**

**Identify areas that need improvement.**

## 02.

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

## 03.

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

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

## 04.

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

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

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
<b>Q2g.</b> I believe the work I do is important	100%	<b>Q16a.</b> I believe my organisation took appropriate action from the last People Matter survey	70%	<b>Q4g.</b> My manager discusses my career intentions with me	23%
<b>Q8b.</b> I believe in the purpose and objectives of my organisation	100%	<b>Q6h.</b> My manager appropriately deals with employees who perform poorly	60%	<b>Q19b.</b> Working flexibly is not a barrier to success in my organisation	23%
<b>Q10c.</b> In my organisation, earning and sustaining a high level of public trust is seen as important	100%	<b>Q5d.</b> My work performance is assessed against clear criteria	47%	<b>Q19m.</b> My workplace has a flexible approach to work	23%
<b>Q3a.</b> I have a clear understanding of how my workgroup's role contributes to my organisation's goals	97%	<b>Q5g.</b> My manager has talked to me about what I could do to improve my performance	47%	<b>Q7e.</b> The senior managers in my organisation make timely decisions	20%
<b>Q10d.</b> My organisation provides high-quality services to the Northern Territory community	97%	<b>Q16b.</b> I believe my organisation will take action as a result of this survey	47%	<b>Q8c.</b> It is safe to speak up and challenge the way things are done in my organisation	17%



## 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		72%	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	23	50	20	73%	-15 ↓	0	+13 ↑
	Q15b. I am proud to tell others I work for my organisation	27	57	13	83%	-5 ↓	+6 ↑	+18 ↑
STAY	Q15c. I feel a strong personal attachment to my organisation	27	37	33	63%	-13 ↓	0	+8 ↑
STRIVE	Q15d. My organisation motivates me to help it achieve its objectives	20	43	30	63%	-21 ↓	-9 ↓	+9 ↑
	Q15e. My organisation inspires me to do the best in my job	20	43	23	13	63%	-21 ↓	-6 ↓

**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
<b>.1</b>	<b>Q12f.</b> I am confident that if I reported improper conduct in my organisation, it would be investigated in a thorough and objective way	<b>67%</b>	<b>-13</b> ↓	<b>-5</b> ↓	<b>+14</b> ↑
<b>.2</b>	<b>Q12i.</b> In my organisation, avoiding conflict of interest is seen as important	<b>80%</b>	<b>-16</b> ↓	<b>-7</b> ↓	<b>+4</b>
<b>.3</b>	<b>Q7d.</b> Senior managers model the behaviours expected of employees	<b>70%</b>	<b>-2</b>	<b>-8</b> ↓	<b>+12</b> ↑
<b>.4</b>	<b>Q9d.</b> I am satisfied with the policies/practices in place to help me manage my health and wellbeing	<b>67%</b>	<b>-17</b> ↓	<b>-17</b> ↓	<b>+3</b>
<b>.5</b>	<b>Q10d.</b> My organisation provides high-quality services to the Northern Territory community	<b>97%</b>	<b>-3</b>	<b>+3</b>	<b>+20</b> ↑
<b>.6</b>	<b>Q9b.</b> Senior managers think employees' wellbeing is important	<b>77%</b>	<b>-3</b>	<b>-11</b> ↓	<b>+12</b> ↑

# 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	74%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q14a. I receive adequate recognition for doing a good job		63	23	70%	-14 ↓	+10 ↑
Q14b. I have the appropriate level of autonomy to do my job effectively		10	67	20	77%	-4
Q14c. There are opportunities to be innovative in my job		10	57	30	67%	-3
Q14d. Overall, I am satisfied with my job		20	63	13	83%	+12 ↑
Q14e. Overall, I am satisfied with my organisation as an employer		23	50	27	73%	+8 ↑

### KEY

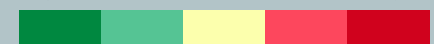


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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		82%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS				
Motivation	Q2g. I believe the work I do is important	<div style="width: 63%; background-color: #008000; height: 20px;"></div> 63		<div style="width: 37%; background-color: #90EE90; height: 20px;"></div> 37		100%	+4	+5	+7			
	Q15d. My organisation motivates me to help it achieve its objectives	<div style="width: 20%; background-color: #008000; height: 20px;"></div> 20		<div style="width: 43%; background-color: #90EE90; height: 20px;"></div> 43		<div style="width: 30%; background-color: #FFFF00; height: 20px;"></div> 30		63%	-21	-9	+9	
Purpose	Q8b. I believe in the purpose and objectives of my organisation	<div style="width: 57%; background-color: #008000; height: 20px;"></div> 57		<div style="width: 43%; background-color: #90EE90; height: 20px;"></div> 43		100%	0	+3	+21			
	Q15e. My organisation inspires me to do the best in my job	<div style="width: 20%; background-color: #008000; height: 20px;"></div> 20		<div style="width: 43%; background-color: #90EE90; height: 20px;"></div> 43		<div style="width: 23%; background-color: #FFFF00; height: 20px;"></div> 23		<div style="width: 13%; background-color: #FF0000; height: 20px;"></div> 13		63%	-21	-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



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

BELONGING		70%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
Accepted	Q15c. I feel a strong personal attachment to my organisation	27	37	33	63%	-13 ↓	0	+8 ↑	
	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	50	47		97%	-3	+2	+9 ↑	
Included	Q5f. My manager has talked to me about what I am doing well in my work	10	37	43	10	47%	-37 ↓	-23 ↓	-14 ↓
	Q5g. My manager has talked to me about what I could do to improve my performance		37	47	10	43%	-21 ↓	-17 ↓	-6 ↓
	Q6c. My manager involves me in decisions about my work	20	50	30		70%	-26 ↓	-11 ↓	+1
	Q6b. My manager tells me about changes that affect me	33	50	17		83%	-5 ↓	-4	+10 ↑
Respected	Q14a. I receive adequate recognition for doing a good job		63	23		70%	-14 ↓	-7 ↓	+10 ↑
	Q3d. People in my workgroup treat each other with respect	43	43	13		87%	-13 ↓	-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 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	63%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
<b>Q2e.</b> I contribute to my workplace outside of the requirements of my job description	47	37	13	83%	-9 ↓	-7 ↓	-4
<b>Q14a.</b> I receive adequate recognition for doing a good job	63	23		70%	-14 ↓	-7 ↓	+10 ↑
<b>Q2f.</b> I get adequate recognition for the contributions I make outside of my job description	10	52	38	62%	-16 ↓	-14 ↓	+12 ↑
<b>Q6h.</b> My manager appropriately deals with employees who perform poorly	10	27	60	37%	-15 ↓	-10 ↓	-8 ↓

**KEY**

**K** KEY DRIVER OF ENGAGEMENT QUESTION

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

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

# EMPLOYEE EXPERIENCE



## EXPLORE THE FULL RESULTS

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

EMPLOYEE HEALTH AND WELLBEING		81%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
<b>K</b>	<b>Q9d.</b> I am satisfied with the policies/practices in place to help me manage my health and wellbeing	33	33	30		67%	-17 ↓	-17 ↓	+3
	<b>Q9a.</b> My manager thinks employees' wellbeing is important	40	53			93%	+1	-3	+13 ↑
<b>K</b>	<b>Q9b.</b> Senior managers think employees' wellbeing is important	33	43	23		77%	-3	-11 ↓	+12 ↑
	<b>Q3d.</b> People in my workgroup treat each other with respect	43	43	13		87%	-13 ↓	-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 (Dark Green) | Agree (Light Green) | Neither (Yellow) | Disagree (Pink) | Strongly disagree (Red)

# EMPLOYEE EXPERIENCE



## EXPLORE THE FULL RESULTS

THESE PAGES SHOW EVERY QUESTION ASKED IN THE SURVEY AND 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
<b>Q9f. I feel burned out by my work</b>		<b>30</b>				
Strongly agree		<b>2</b>	<b>7%</b>	-	+2	-10
Agree		<b>7</b>	<b>23%</b>	-	+4	-1
Neither agree nor disagree		<b>10</b>	<b>33%</b>	-	+7	+6
Disagree		<b>10</b>	<b>33%</b>	-	-8	+8
Strongly disagree		<b>1</b>	<b>3%</b>	-	-4	-3
<b>Q9g. How often do you find work stressful</b>		<b>30</b>				
Always		<b>0</b>	<b>0%</b>	-	-	-7
Often		<b>10</b>	<b>33%</b>	-	+12	+2
Sometimes		<b>13</b>	<b>43%</b>	-	-15	-3
Rarely		<b>7</b>	<b>23%</b>	-	+6	+10
Never		<b>0</b>	<b>0%</b>	-	-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 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	37 47 13	83%	+7 ↑	-7 ↓	+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 (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
<b>Q13d.</b> Experienced bullying / physical abuse / sexual harassment in the past 12 months		<b>30</b>				
Experienced Bullying (all instances)		<b>2</b>	<b>7%</b>	-1	-5	-19
Experienced Physical Abuse (all instances)		<b>0</b>	<b>0%</b>	-	-	-1
Experienced Sexual Harassment (all instances)		<b>1</b>	<b>3%</b>	-5	0	-3
No		<b>21</b>	<b>70%</b>	-10	-7	+5
Prefer not to say		<b>6</b>	<b>20%</b>	+12	+10	+12

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



## EXPLORE THE FULL RESULTS

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

THE RESULTS FOR 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
<b>Q13e.</b> Who bullied you?		<b>2</b>				
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.					
<b>Q13f.</b> Have you made a formal complaint about the bullying incident?		<b>2</b>				
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?

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.					

**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
<b>Q13j.</b> Who physically abused you?		<b>0</b>				
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.					
<b>Q13k.</b> Have you made a formal complaint about the physical abuse?		<b>0</b>				
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
<b>Q130.</b> Who sexually harassed you?		<b>1</b>				
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.					
<b>Q13p.</b> Have you made a formal complaint about the sexual harassment?		<b>1</b>				
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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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

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

DATA ON WITNESSED BULLYING AND HARASSMENT IN THE WORKPLACE CAN SEEM INFLATED. AN EMPLOYEE MAY HAVE WITNESSED A PARTICULAR BEHAVIOUR ANYWHERE DURING THE EMPLOYMENT AND NOT NECESSARILY IN THEIR OWN WORKPLACE. IT IS IMPORTANT TO CONSIDER THAT THERE COULD BE MULTIPLE PEOPLE WHO HAVE WITNESSED THE SAME INSTANCE/S OF PARTICULAR BEHAVIOUR/S, WITH EACH "WITNESSED" EVENT BEING REPORTED BY MULTIPLE INDIVIDUALS. THIS DEMONSTRATES THAT EVEN ONE INSTANCE OF PERCEIVED BULLYING OR SEXUAL HARASSMENT HAS A MUCH WIDER IMPACT IN THE WORKPLACE THAN THE INDIVIDUAL/S INVOLVED, WHICH IN TURN CAN HAVE SERIOUS CONSEQUENCES FOR OVERALL EMPLOYEE ENGAGEMENT AND WELLBEING.

WITNESSED BULLYING / SEXUAL HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
<b>Q13b.</b> In the past 12 months, have you witnessed bullying/sexual harassment at work?		<b>30</b>				
Yes		<b>5</b>	<b>17%</b>	+5	+3	-9
No		<b>25</b>	<b>83%</b>	-5	-3	+9
<b>Q13c.</b> What action did you take after witnessing this bullying/sexual harassment?		<b>5</b>				
Spoke about the matter to the person perceived to be the bully	The data for this question has been hidden for anonymity reasons.					
Spoke about the matter to the person perceived to have been bullied	The data for this question has been hidden for anonymity reasons.					
Reported the matter formally or informally	The data for this question has been hidden for anonymity reasons.					
Made a note of the occurrence but took no action	The data for this question has been hidden for anonymity reasons.					
Took no action	The data for this question has been hidden for anonymity reasons.					
Other	The data for this question has been hidden for anonymity reasons.					

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# 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	76%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
<b>Q3d.</b> People in my workgroup treat each other with respect	43	43	13	87%	-13 ↓	-2	+7 ↑	
<b>Q7f.</b> Senior managers engage with employees at all levels of the organisation	33	30	27	10	63%	-1	-16 ↓	+12 ↑
<b>Q3a.</b> I have a clear understanding of how my workgroup's role contributes to my organisation's goals	50	47		97%	-3	+2	+9 ↑	
<b>Q3b.</b> My workgroup always tries to improve its performance	47	43	10	90%	-2	0	+9 ↑	
<b>Q8d.</b> My organisation fairly considers recommendations from staff about how we could operate better	20	37	33	10	57%	-7 ↓	-14 ↓	+10 ↑
<b>K Q7d.</b> Senior managers model the behaviours expected of employees	30	40	20	10	70%	-2	-8 ↓	+12 ↑
<b>Q19a.</b> Personal background is not a barrier to success in my organisation (e.g., cultural, age, disability, sexual)	33	37	27		70%	+2	-7 ↓	+2

**KEY**

**K** KEY DRIVER OF ENGAGEMENT QUESTION

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

# 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 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		73%	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	43	50	93%	+5 ↑	+1	+7 ↑		
	Q2d. I clearly understand what I'm expected to do in my job	50	40	10	90%	-2	-1	+5 ↑	
	Q5f. My manager has talked to me about what I am doing well in my work	10	37	43	10	47%	-37 ↓	-23 ↓	-14 ↓
	Q6b. My manager tells me about changes that affect me	33	50	17	83%	-5 ↓	-4	+10 ↑	
	Q6c. My manager involves me in decisions about my work	20	50	30	70%	-26 ↓	-11 ↓	+1	
	Q7i. My senior managers effectively lead and manage change	27	40	27	67%	-9 ↓	-11 ↓	+16 ↑	
	Q9e. My agency does a good job of promoting health and wellbeing	23	37	30	10	60%	-	-12 ↓	+6 ↑
	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	17	60	20	77%	-11 ↓	-2	+17 ↑	
	Q12j. In my organisation, improper conduct is not tolerated	17	60	23	77%	-3	-6 ↓	+14 ↑	

**KEY**

**K** KEY DRIVER OF ENGAGEMENT QUESTION

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

# WORKPLACE INCLUSION AND WELLBEING



## EXPLORE THE FULL RESULTS

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

THESE RESULTS ARE GROUPED AS WORKPLACE FACTORS THAT RELATE TO SOME OF THE COMMON PSYCHOSOCIAL HAZARDS AT WORK. WHILE THIS PROVIDES AN INSIGHT INTO THE WELLBEING OF A WORKPLACE, RESULTS SHOULD NOT BE USED AS A COMPLETE RESOURCE FOR IDENTIFYING AND ADDRESSING PSYCHOSOCIAL HAZARDS AT WORK.

WORKPLACE WELLBEING		73%	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	63	23	70%	-14 ↓	-7 ↓	+10 ↑	
	Q14b. I have the appropriate level of autonomy to do my job effectively	10	67	20	77%	-15 ↓	-8 ↓	-4
	Q18u. In my workplace, the physical environment is a barrier to my success	10	20	57	13	70%	-18 ↓	-12 ↓
Behaviours	Q3d. People in my workgroup treat each other with respect	43	43	13	87%	-13 ↓	-2	+7 ↑
	Q6i. My manager's behaviour at work is guided by the NTPS values	27	37	37	63%	-29 ↓	-14 ↓	-13 ↓
	Q6j. My manager encourages behaviours that are consistent with the NTPS values	23	47	27	70%	-26 ↓	-12 ↓	-7 ↓
	K Q7d. Senior managers model the behaviours expected of employees	30	40	20	10	70%	-2	-8 ↓

### KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

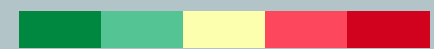


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree





# WORKPLACE INCLUSION AND WELLBEING



## EXPLORE THE FULL RESULTS

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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	66%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
<b>Q8c.</b> It is safe to speak up and challenge the way things are done in my organisation	20	37	27	17	57%	+13 ↑	-14 ↓	+8 ↑
<b>Q8d.</b> My organisation fairly considers recommendations from staff about how we could operate better	20	37	33	10	57%	-7 ↓	-14 ↓	+10 ↑
<b>K Q9b.</b> Senior managers think employees' wellbeing is important	33	43	23		77%	-3	-11 ↓	+12 ↑
<b>Q9c.</b> There is an appropriate level of focus on safety at my workplace	37	53	10		90%	-2	-4	+18 ↑
<b>Q19m.</b> My workplace has a flexible approach to work	20	30	27	20	50%	-22 ↓	-26 ↓	-12 ↓

### KEY

**K** KEY DRIVER OF ENGAGEMENT QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



# 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
<b>Q5a.</b> I have a current performance agreement in place (e.g. My Plan, Capability Enhancement Plan, Workplace Participation Plan, or Plan Do Review)		<b>30</b>				
Yes		<b>6</b>	<b>20%</b>	-24 ↓	-26 ↓	-35 ↓
No		<b>17</b>	<b>57%</b>	+13 ↑	+15 ↑	+22 ↑
Not Sure		<b>7</b>	<b>23%</b>	+11 ↑	+11 ↑	+13 ↑
<b>Q5b.</b> I've received formal feedback on my performance		<b>30</b>				
Yes		<b>13</b>	<b>43%</b>	-29 ↓	-15 ↓	-8 ↓
No		<b>17</b>	<b>57%</b>	+29 ↑	+15 ↑	+8 ↑
<b>Q5c.</b> I've received informal feedback on my performance		<b>30</b>				
Yes		<b>27</b>	<b>90%</b>	+6 ↑	-4	+13 ↑
No		<b>3</b>	<b>10%</b>	-6 ↓	+4	-13 ↓

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# CAPABILITY



## EXPLORE THE FULL RESULTS

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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	
<b>Q5e.</b> I receive regular and timely feedback from my manager	43	37	13	50%	-30 ↓	-20 ↓	-6 ↓	
<b>Q5f.</b> My manager has talked to me about what I am doing well in my work	10	37	43	10	-37 ↓	-23 ↓	-14 ↓	
<b>Q5g.</b> My manager has talked to me about what I could do to improve my performance	37	47	10	43%	-21 ↓	-17 ↓	-6 ↓	
<b>Q5d.</b> My work performance is assessed against clear criteria	40	47		47%	-37 ↓	-10 ↓	-6 ↓	
<b>Q4g.</b> My manager discusses my career intentions with me	13	37	27	20	50%	-6 ↓	-21 ↓	-5 ↓

### KEY

**K** KEY DRIVER OF ENGAGEMENT QUESTION

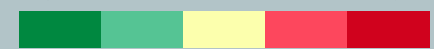


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



# CAPABILITY



## EXPLORE THE FULL RESULTS

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

LEARNING AND DEVELOPMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
<b>Q4a.</b> During the past 12 months, have your learning and development needs been identified and agreed with your supervisor?		<b>30</b>				
Yes		<b>16</b>	<b>53%</b>	-19 ↓	-14 ↓	-18 ↓
No		<b>14</b>	<b>47%</b>	+19 ↑	+14 ↑	+18 ↑
<b>Q4b.</b> In the past 12 months, have you done any learning and development activities?		<b>30</b>				
Yes		<b>20</b>	<b>67%</b>	+11 ↑	-8 ↓	-7 ↓
No		<b>10</b>	<b>33%</b>	-11 ↓	+8 ↑	+7 ↑
<b>Q4c.</b> 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)?		<b>20</b>				
Yes		<b>6</b>	<b>30%</b>	-27 ↓	-24 ↓	-36 ↓
No		<b>14</b>	<b>70%</b>	+27 ↑	+24 ↑	+36 ↑

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# CAPABILITY



## EXPLORE THE FULL RESULTS

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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
<b>Q4f.</b> My manager helps to develop my capability (work-related skills and knowledge)	23	43	23	10	67%	-17 ↓	-12 ↓	+1
<b>Q4d.</b> The learning and development I've done has helped me advance my career	20	35	40		55%	-2	-13 ↓	-8 ↓
<b>Q4e.</b> The learning and development I've done has helped me do my job better	30	50	15		80%	-6 ↓	-6 ↓	-3

**KEY**

**K** KEY DRIVER OF ENGAGEMENT QUESTION

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

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

# CAPABILITY



## EXPLORE THE FULL RESULTS

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

SKILLS UTILISATION	86%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
<b>Q2g.</b> I believe the work I do is important			<b>100%</b>	+4	+5	+7
<b>Q2d.</b> I clearly understand what I'm expected to do in my job			<b>90%</b>	-2	-1	+5
<b>Q14b.</b> I have the appropriate level of autonomy to do my job effectively			<b>77%</b>	-15	-8	-4
<b>Q2b.</b> My job allows me to use my skills, knowledge and abilities			<b>93%</b>	+5	+1	+7
<b>Q6g.</b> My manager enables the team to do its best			<b>70%</b>	-22	-10	-1

**KEY**

**K** KEY DRIVER OF ENGAGEMENT QUESTION

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree   Agree   Neither   Disagree   Strongly disagree

# INNOVATION



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

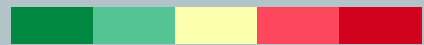
AUTONOMY	87%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
<b>Q2d.</b> I clearly understand what I'm expected to do in my job	50	40	10	90%	-2	-1	+5 ↑
<b>Q14b.</b> I have the appropriate level of autonomy to do my job effectively	10	67	20	77%	-15 ↓	-8 ↓	-4
<b>Q2b.</b> My job allows me to use my skills, knowledge and abilities	43	50		93%	+5 ↑	+1	+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



# INNOVATION



## EXPLORE THE FULL RESULTS

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

CONTINUOUS IMPROVEMENT	70%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
<b>Q10a.</b> I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	17	60	20	77%	-11 ↓	-2	+17 ↑	
<b>Q16b.</b> I believe my organisation will take action as a result of this survey	13	37	47	50%	-14 ↓	-8 ↓	+10 ↑	
<b>Q8a.</b> I know what I need to do to make changes happen in my organisation	10	50	33	60%	0	-10 ↓	+8 ↑	
<b>Q2c.</b> I seek out opportunities to improve my day-to-day performance	33	53	10	87%	-5 ↓	-4	-4	
<b>Q8c.</b> It is safe to speak up and challenge the way things are done in my organisation	20	37	27	17	57%	+13 ↑	-14 ↓	+8 ↑
<b>Q8d.</b> My organisation fairly considers recommendations from staff about how we could operate better	20	37	33	10	57%	-7 ↓	-14 ↓	+10 ↑
<b>Q3b.</b> My workgroup always tries to improve its performance	47	43	10	90%	-2	0	+9 ↑	
<b>Q14c.</b> There are opportunities to be innovative in my job	10	57	30	67%	-17 ↓	-8 ↓	-3	
<b>Q10b.</b> My team acts on the feedback we receive from our clients/customers/stakeholders	17	67	17	83%	-5 ↓	0	+11 ↑	

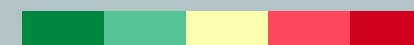
### KEY

**K** KEY DRIVER OF ENGAGEMENT QUESTION

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree





# QUALITY SERVICE DELIVERY



## EXPLORE THE FULL RESULTS

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

QUALITY SERVICE DELIVERY		85%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	<b>Q10a.</b> I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	17	60	20		77%	-11 ↓	-2	+17 ↑
	<b>Q10e.</b> In my organisation, we put the client/customer/stakeholder at the centre of everything we do	23	57	20		80%	-4	+5 ↑	+10 ↑
	<b>Q10c.</b> In my organisation, earning and sustaining a high level of public trust is seen as important	37	63			100%	0	+3	+17 ↑
<b>K</b>	<b>Q10d.</b> My organisation provides high-quality services to the Northern Territory community	33	63			97%	-3	+3	+20 ↑
	<b>Q3c.</b> People in my workgroup use their time and resources efficiently	23	63	13		87%	-9 ↓	-1	+15 ↑
	<b>Q8f.</b> There is good collaboration between my organisation and other agencies or organisations we work with	17	53	27		70%	+6 ↑	-8 ↓	+18 ↑
	<b>Q8e.</b> There is good cooperation between teams across our organisation	27	57	10		83%	-1	+7 ↑	+33 ↑

### KEY

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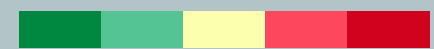


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



# MANAGERS



## EXPLORE THE FULL RESULTS

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

VISION AND PURPOSE	96%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
<b>Q2g.</b> I believe the work I do is important		63 37	100%	+4	+5 ↑	+7 ↑
<b>Q2d.</b> I clearly understand what I'm expected to do in my job		50 40 10	90%	-2	-1	+5 ↑
<b>Q3a.</b> I have a clear understanding of how my workgroup's role contributes to my organisation's goals		50 47	97%	-3	+2	+9 ↑

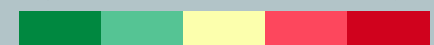
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Strongly agree Agree Neither Disagree Strongly disagree



# MANAGERS



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

COMMUNICATION	61%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
<b>Q4g.</b> My manager discusses my career intentions with me	13	37	27	20	50%	-6 ↓	-21 ↓	-5 ↓
<b>Q6g.</b> My manager enables the team to do its best	23	47	30	70%	-22 ↓	-10 ↓	-1	
<b>Q5f.</b> My manager has talked to me about what I am doing well in my work	10	37	43	10	47%	-37 ↓	-23 ↓	-14 ↓
<b>Q5g.</b> My manager has talked to me about what I could do to improve my performance	37	47	10	43%	-21 ↓	-17 ↓	-6 ↓	
<b>Q6c.</b> My manager involves me in decisions about my work	20	50	30	70%	-26 ↓	-11 ↓	+1	
<b>Q6b.</b> My manager tells me about changes that affect me	33	50	17	83%	-5 ↓	-4	+10 ↑	

### KEY

**K** KEY DRIVER OF ENGAGEMENT QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



# 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	
<b>Q12d.</b> I would be confident to approach my manager to discuss concerns or grievances	30	57	10	87%	-1	-3	+8 ↑
<b>Q6d.</b> My manager is objective when making decisions	27	50	23	77%	-11 ↓	-7 ↓	+8 ↑
<b>Q6j.</b> My manager encourages behaviours that are consistent with the NTPS values	23	47	27	70%	-26 ↓	-12 ↓	-7 ↓
<b>Q6e.</b> My manager is an effective decision maker	23	50	23	73%	-11 ↓	-10 ↓	+3
<b>Q6a.</b> My manager listens to what I have to say	23	63	10	87%	-5 ↓	-6 ↓	+8 ↑
<b>Q6f.</b> My manager thinks avoiding conflicts of interest is important	33	40	27	73%	-15 ↓	-9 ↓	+4
<b>Q6h.</b> My manager appropriately deals with employees who perform poorly	10	27	60	37%	-15 ↓	-10 ↓	-8 ↓

**KEY**

**K** KEY DRIVER OF ENGAGEMENT QUESTION

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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.

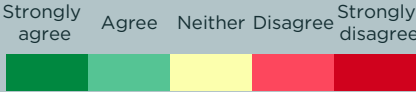
VISION AND PURPOSE	86%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
<b>Q8b.</b> I believe in the purpose and objectives of my organisation		<b>100%</b>	0	+3	+21	
<b>Q7c.</b> The senior management team has a clear vision for the future of the organisation		<b>83%</b>	+11	+4	+28	
<b>Q7b.</b> Senior managers provide clear strategy and direction		<b>73%</b>	-7	-8	+18	

**KEY**

**K** KEY DRIVER OF ENGAGEMENT QUESTION

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



# SENIOR MANAGERS



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

COMMUNICATION	68%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
<b>Q7h.</b> Communications about change from senior managers are timely			<b>77%</b>	+5	-1	+27
<b>Q7f.</b> Senior managers engage with employees at all levels of the organisation			<b>63%</b>	-1	-16	+12
<b>Q7g.</b> Senior managers keep employees informed about what's going on			<b>77%</b>	+5	-2	+24
<b>Q7e.</b> The senior managers in my organisation make timely decisions			<b>57%</b>	-27	-10	+8

### KEY

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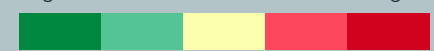


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



# SENIOR MANAGERS



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

INTEGRITY AND ACCOUNTABILITY		74%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	<b>Q7a.</b> I'm confident that my senior managers have the appropriate capabilities and skills to lead my organisation	37	37	27	73%	-19 ↓	-9 ↓	+10 ↑
<b>K</b>	<b>Q7d.</b> Senior managers model the behaviours expected of employees	30	40	20 10	70%	-2	-8 ↓	+12 ↑
	<b>Q12k.</b> In my organisation, behaving impartially is important	17	60	23	77%	-15 ↓	-8 ↓	+6 ↑
	<b>Q12j.</b> In my organisation, improper conduct is not tolerated	17	60	23	77%	-3	-6 ↓	+14 ↑

**KEY**

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Strongly agree Agree Neither Disagree Strongly disagree

# 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	27	40	27	67%	-9 ↓	-11 ↓	+16 ↑
	Q6b. My manager tells me about changes that affect me	33	50	17	83%	-5 ↓	-4	+10 ↑
Code of Conduct	Q12g. My behaviour at work is guided by the code of conduct	30	63		93%	-3	-2	0
	Q12h. My manager's behaviour at work is guided by the code of conduct	27	53	20	80%	-16 ↓	-9 ↓	-3
Merit	Q11a. People recruited to my organisation seem to have the right skills for the job	30	50	13	80%	-16 ↓	+4	+28 ↑
	Q11b. Recruitment and promotion decisions in my workplace are based on merit	23	47	23	70%	-22 ↓	-1	+21 ↑
NTPS Values	Q2a. My behaviour at work is guided by the NTPS values	43	40	17	83%	-13 ↓	-7 ↓	-4
	Q6i. My manager's behaviour at work is guided by the NTPS values	27	37	37	63%	-29 ↓	-14 ↓	-13 ↓
WHS	Q9c. There is an appropriate level of focus on safety at my workplace	37	53	10	90%	-2	-4	+18 ↑

**KEY**

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↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree (Dark Green) | Agree (Light Green) | Neither (Yellow) | Disagree (Pink) | Strongly disagree (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
<b>Q12a.</b> I am aware of my obligations under the NTPS Code of Conduct (or the code of conduct that applies to you)		<b>30</b>				
Yes		<b>29</b>	<b>97%</b>	-3	-1	-2
No		<b>1</b>	<b>3%</b>	+3	+1	+2

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# GOVERNANCE



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

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	30	57	10		87%	-1	-3	+8 ↑
K	Q12i. In my organisation, avoiding conflict of interest is seen as important	20	60	20		80%	-16 ↓	-7 ↓	+4
	Q12j. In my organisation, improper conduct is not tolerated	17	60	23		77%	-3	-6 ↓	+14 ↑
	Q3c. People in my workgroup use their time and resources efficiently	23	63	13		87%	-9 ↓	-1	+15 ↑
	Q11b. Recruitment and promotion decisions in my workplace are based on merit	23	47	23		70%	-22 ↓	-1	+21 ↑
	Q12e. I am confident that I would be protected from reprisal for reporting improper conduct	13	57	27		70%	-2	-5 ↓	+12 ↑
K	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	30		67%	-13 ↓	-5 ↓	+14 ↑

**KEY**

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Strongly agree Agree Neither Disagree Strongly disagree

# GOVERNANCE



## EXPLORE THE FULL RESULTS

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

ORGANISATIONAL ACCOUNTABILITY	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
<b>Q12b.</b> I have witnessed improper conduct		<b>30</b>				
Yes		<b>5</b>	<b>17%</b>	+5	-5	-18
No		<b>25</b>	<b>83%</b>	-5	+5	+18
<b>Q12c.</b> I know what to do to report improper conduct in my organisation		<b>30</b>				
Yes		<b>25</b>	<b>83%</b>	-1	-7	-7
No		<b>5</b>	<b>17%</b>	+1	+7	+7

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# TAKING ACTION



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

TAKING ACTION	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
<b>Q16a.</b> I believe my organisation took appropriate action from the last People Matter survey		<b>27%</b>	-	-6 ↓	-2
<b>Q16b.</b> I believe my organisation will take action as a result of this survey		<b>50%</b>	-14 ↓	-8 ↓	+10 ↑

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 AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree (dark green) | Agree (medium green) | Neither (yellow) | Disagree (red) | Strongly disagree (dark red)