



NT PEOPLE MATTER SURVEY 2023

Department of Corporate and Digital Development

RESPONSE RATE:

77%

RESPONSES:

877
of 1140

YOUR EMPLOYEE ENGAGEMENT SCORE:

66%



VARIANCE from 2021 SURVEY: ↑ +5

VARIANCE from NTPS: +2

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

YOUR EMPLOYEE SATISFACTION SCORE:

74%



VARIANCE from 2021 SURVEY: ↑ +6

VARIANCE from NTPS: +4



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

62%

DISABILITY - Yes

60%

AGE - 55+ YRS

64%



HIGHEST SCORING QUESTIONS:

% POSITIVE

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

96%

Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals

91%

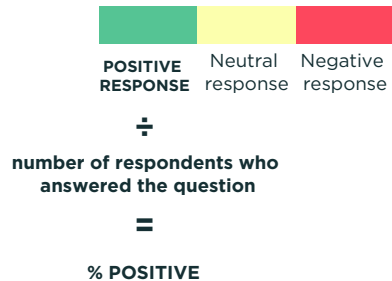
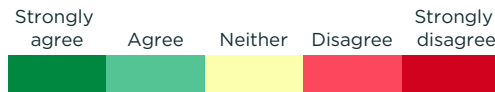
Q2a. My behaviour at work is guided by the NTPS values

91%

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 CENTRAL AGENCY

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
Q12g. My behaviour at work is guided by the code of conduct	96%	Q16a. I believe my organisation took appropriate action from the last People Matter survey	39%	Q8e. There is good cooperation between teams across our organisation	19%
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	91%	Q6h. My manager appropriately deals with employees who perform poorly	37%	Q11b. Recruitment and promotion decisions in my workplace are based on merit	18%
Q2a. My behaviour at work is guided by the NTPS values	91%	Q15c. I feel a strong personal attachment to my organisation	33%	Q15c. I feel a strong personal attachment to my organisation	17%
Q2g. I believe the work I do is important	90%	Q15d. My organisation motivates me to help it achieve its objectives	30%	Q8c. It is safe to speak up and challenge the way things are done in my organisation	16%
Q2c. I seek out opportunities to improve my day-to-day performance	90%	Q8a. I know what I need to do to make changes happen in my organisation	30%	Q7f. Senior managers engage with employees at all levels of the organisation	16%



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		66%	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	20	49	20	70%	+10 ↑	+5 ↑	+9 ↑
	Q15b. I am proud to tell others I work for my organisation	21	46	24	67%	+8 ↑	0	+1
STAY	Q15c. I feel a strong personal attachment to my organisation	16	34	33	50%	+2	-2	-5 ↓
STRIVE	Q15d. My organisation motivates me to help it achieve its objectives	15	43	30	58%	+8 ↑	+2	+4
	Q15e. My organisation inspires me to do the best in my job	16	43	30	60%	+10 ↑	+3	+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
.1	Q8d. My organisation fairly considers recommendations from staff about how we could operate better		57%	+9	+4	+10
.2	Q8c. It is safe to speak up and challenge the way things are done in my organisation		59%	+8	+4	+10
.3	Q7i. My senior managers effectively lead and manage change		66%	+11	+8	+16
.4	Q7b. Senior managers provide clear strategy and direction		67%	+11	+5	+11
.5	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders		71%	+5	+7	+11
.6	Q9b. Senior managers think employees' wellbeing is important		74%	+8	+5	+10

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	17	48	22	9	66%	+4	+3	+6 ↑
Q14b. I have the appropriate level of autonomy to do my job effectively	25	59	11		84%	+7 ↑	+2	+3
Q14c. There are opportunities to be innovative in my job	23	49	19	8	72%	+4	+4	+2
Q14d. Overall, I am satisfied with my job	21	52	16	8	73%	+6 ↑	+1	+1
Q14e. Overall, I am satisfied with my organisation as an employer	23	53	14		75%	+8 ↑	+5 ↑	+10 ↑

KEY

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR
 Strongly agree
Agree
Neither
Disagree
Strongly disagree

↓ 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		72%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
Motivation	Q2g. I believe the work I do is important	41	49		90%	+2	0	-3	
	Q15d. My organisation motivates me to help it achieve its objectives	15	43	30	9	58%	+8 ↑	+2	+4
Purpose	Q8b. I believe in the purpose and objectives of my organisation	24	57	15		81%	+3	+2	+1
	Q15e. My organisation inspires me to do the best in my job	16	43	30	8	60%	+10 ↑	+3	+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

EMPLOYEE EXPERIENCE



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

BELONGING		72%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
Accepted	Q15c. I feel a strong personal attachment to my organisation	16	34	33	12	50%	+2	-2	-5 ↓
Included	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	39	52			91%	+9 ↑	+3	+3
	Q5f. My manager has talked to me about what I am doing well in my work	20	48	19	10	68%	+9 ↑	+4	+8 ↑
	Q5g. My manager has talked to me about what I could do to improve my performance	13	47	26	11	60%	+11 ↑	+6 ↑	+10 ↑
	Q6c. My manager involves me in decisions about my work	29	47	15	7	75%	+5 ↑	+5 ↑	+6 ↑
	Q6b. My manager tells me about changes that affect me	32	50	11		82%	+7 ↑	+6 ↑	+9 ↑
Respected	Q14a. I receive adequate recognition for doing a good job	17	48	22	9	66%	+4	+3	+6 ↑
	Q3d. People in my workgroup treat each other with respect	37	47	10		84%	+6 ↑	+4	+5 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

EMPLOYEE EXPERIENCE



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

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

RECOGNITION	65%	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	41	45	12	86%	0	+1	-1	
Q14a. I receive adequate recognition for doing a good job	17	48	22	9	66%	+4	+3	+6 ↑
Q2f. I get adequate recognition for the contributions I make outside of my job description	15	41	28	12	56%	+3	+3	+6 ↑
Q6h. My manager appropriately deals with employees who perform poorly	16	34	37	9	50%	+2	+5 ↑	+5 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

EMPLOYEE EXPERIENCE



EXPLORE THE FULL RESULTS

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

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

EMPLOYEE HEALTH AND WELLBEING		80%	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	23	53	16	76%	+8 ↑	+8 ↑	+12 ↑
	Q9a. My manager thinks employees' wellbeing is important	41	46	9	87%	+8 ↑	+5 ↑	+7 ↑
K	Q9b. Senior managers think employees' wellbeing is important	30	44	16	74%	+8 ↑	+5 ↑	+10 ↑
	Q3d. People in my workgroup treat each other with respect	37	47	10	84%	+6 ↑	+4	+5 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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

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

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		877				
Strongly agree		93	11%	-	-2	-6 ⬇️
Agree		155	18%	-	-4	-6 ⬇️
Neither agree nor disagree		272	31%	-	+2	+3
Disagree		282	32%	-	+4	+7 ⬆️
Strongly disagree		75	9%	-	0	+2
Q9g. How often do you find work stressful		877				
Always		42	5%	-	-1	-3
Often		199	23%	-	-6 ⬇️	-9 ⬇️
Sometimes		446	51%	-	+3	+5 ⬆️
Rarely		169	19%	-	+3	+6 ⬆️
Never		21	2%	-	+1	+1

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	45 41 8	87%	+16 ↑	+6 ↑	+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

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		877				
Experienced Bullying (all instances)		130	15%	-7↓	-6↓	-11↓
Experienced Physical Abuse (all instances)		0	0%	-	0	-1
Experienced Sexual Harassment (all instances)		34	4%	-3	-2	-2
No		675	77%	+9↑	+6↑	+12↑
Prefer not to say		62	7%	-2	-1	-1

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?		130				
Internal people (all instances)		123	95%	-5 ↓	+2	+5 ↑
External people (all instances)		19	15%	+6 ↑	-3	-7 ↓
Q13f. Have you made a formal complaint about the bullying incident?		130				
Yes		22	17%	+3	-3	-4
No		108	83%	-3	+3	+4

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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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?		22				
Yes		6	27%	+14	+4	+2
No		12	55%	-11	-6	-3
Don't Know		4	18%	-4	+2	0
Q13i. Did the bullying cause you to take time off work?		130				
Yes		37	28%	-9	-1	-2
No		93	72%	+9	+1	+2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

THE RESULTS FOR 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?		34				
Internal people (all instances)		28	82%	-12 ↓	+4	+14 ↑
External people (all instances)		7	21%	+9 ↑	-8 ↓	-15 ↓
Q13p. Have you made a formal complaint about the sexual harassment?		34				
Yes		4	12%	-8 ↓	+1	+1
No		30	88%	+8 ↑	-1	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

SEXUAL HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13q. If you made a formal complaint, were you satisfied with the way it was handled?		4				
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?		34				
Yes		8	24%	-16 ↓	+8 ↑	+14 ↑
No		26	76%	+16 ↑	-8 ↓	-14 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

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

WITNESSED BULLYING / SEXUAL HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13b. In the past 12 months, have you witnessed bullying/sexual harassment at work?		877				
Yes		142	16%	-9 ↓	-6 ↓	-10 ↓
No		735	84%	+9 ↑	+6 ↑	+10 ↑
Q13c. What action did you take after witnessing this bullying/sexual harassment?		142				
Spoke about the matter to the person perceived to be the bully		21	15%	-4	-8 ↓	-8 ↓
Spoke about the matter to the person perceived to have been bullied		40	28%	-10 ↓	-6 ↓	-9 ↓
Reported the matter formally or informally		61	43%	-2	-3	-7 ↓
Made a note of the occurrence but took no action		23	16%	-8 ↓	+2	-2
Took no action		20	14%	+4	+1	+3
Other		11	8%	-4	-1	-1

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	75%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
Q3d. People in my workgroup treat each other with respect	37	47	10	84%	+6 ↑	+4	+5 ↑	
Q7f. Senior managers engage with employees at all levels of the organisation	22	41	22	10	63%	+13 ↑	+5 ↑	+11 ↑
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	39	52		91%	+9 ↑	+3	+3	
Q3b. My workgroup always tries to improve its performance	34	51	11	85%	+6 ↑	+4	+4	
K Q8d. My organisation fairly considers recommendations from staff about how we could operate better	15	42	29	8	57%	+9 ↑	+4	+10 ↑
Q7d. Senior managers model the behaviours expected of employees	26	44	20	70%	+7 ↑	+5 ↑	+12 ↑	
Q19a. Personal background is not a barrier to success in my organisation (e.g., cultural, age, disability, sexual)	25	50	17	75%	+4	+5 ↑	+7 ↑	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

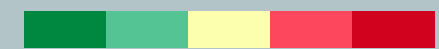


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



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		76%	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	35	52	7	87%	+7 ↑	+2	+1	
	Q2d. I clearly understand what I'm expected to do in my job	37	50	10	86%	+8 ↑	+1	+1	
	Q5f. My manager has talked to me about what I am doing well in my work	20	48	19	10	68%	+9 ↑	+4	+8 ↑
	Q6b. My manager tells me about changes that affect me	32	50	11	82%	+7 ↑	+6 ↑	+9 ↑	
	Q6c. My manager involves me in decisions about my work	29	47	15	7	75%	+5 ↑	+5 ↑	+6 ↑
	K Q7i. My senior managers effectively lead and manage change	22	45	21	7	66%	+11 ↑	+8 ↑	+16 ↑
	Q9e. My agency does a good job of promoting health and wellbeing	18	46	25	7	64%	-	+8 ↑	+10 ↑
	K Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	20	52	17	9	71%	+5 ↑	+7 ↑	+11 ↑
	Q12j. In my organisation, improper conduct is not tolerated	26	48	17		75%	+1	+6 ↑	+12 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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Strongly agree Agree Neither Disagree Strongly disagree

WORKPLACE INCLUSION AND WELLBEING



EXPLORE THE FULL RESULTS

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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		76%	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	17	48	22	9	66%	+4	+3	+6 ↑	
	Q14b. I have the appropriate level of autonomy to do my job effectively	25	59	11		84%	+7 ↑	+2	+3	
	Q18u. In my workplace, the physical environment is a barrier to my success	8	20	44	26	71%	+2	+2	+4	
Behaviours	Q3d. People in my workgroup treat each other with respect	37	47	10		84%	+6 ↑	+4	+5 ↑	
	Q6i. My manager's behaviour at work is guided by the NTPS values	36	48	13		84%	+6 ↑	+5 ↑	+8 ↑	
	Q6j. My manager encourages behaviours that are consistent with the NTPS values	35	49	13		85%	+6 ↑	+5 ↑	+7 ↑	
	Q7d. Senior managers model the behaviours expected of employees	26	44	20		70%	+7 ↑	+5 ↑	+12 ↑	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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Strongly agree Agree Neither Disagree Strongly disagree

WORKPLACE INCLUSION AND WELLBEING



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

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		70%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
K	Q8c. It is safe to speak up and challenge the way things are done in my organisation	16	43	25	10	59%	+8 ↑	+4	+10 ↑	
K	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	15	42	29	8	57%	+9 ↑	+4	+10 ↑	
K	Q9b. Senior managers think employees' wellbeing is important	30	44	16		74%	+8 ↑	+5 ↑	+10 ↑	
	Q9c. There is an appropriate level of focus on safety at my workplace	26	54	14		81%	+3	+6 ↑	+9 ↑	
	Q19m. My workplace has a flexible approach to work	27	52	13		78%	+15 ↑	+11 ↑	+17 ↑	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

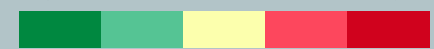


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



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)		877				
Yes		679	77%	-6 ↓	+15 ↑	+22 ↑
No		139	16%	+5 ↑	-13 ↓	-18 ↓
Not Sure		59	7%	+1	-2	-4
Q5b. I've received formal feedback on my performance		877				
Yes		640	73%	+9 ↑	+11 ↑	+21 ↑
No		237	27%	-9 ↓	-11 ↓	-21 ↓
Q5c. I've received informal feedback on my performance		877				
Yes		730	83%	+6 ↑	+4	+6 ↑
No		147	17%	-6 ↓	-4	-6 ↓

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	18	47	23	10	65%	+7 ↑	+5 ↑	+9 ↑
Q5f. My manager has talked to me about what I am doing well in my work	20	48	19	10	68%	+9 ↑	+4	+8 ↑
Q5g. My manager has talked to me about what I could do to improve my performance	13	47	26	11	60%	+11 ↑	+6 ↑	+10 ↑
Q5d. My work performance is assessed against clear criteria	15	48	25	9	64%	+8 ↑	+6 ↑	+11 ↑
Q4g. My manager discusses my career intentions with me	21	43	23	10	64%	+1	+8 ↑	+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 (Dark Green) | Agree (Light Green) | Neither (Yellow) | Disagree (Pink) | Strongly disagree (Red)

CAPABILITY



EXPLORE THE FULL RESULTS

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

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?		877				
Yes		751	86%	+4	+9	+14
No		126	14%	-4	-9	-14
Q4b. In the past 12 months, have you done any learning and development activities?		877				
Yes		642	73%	+17	+2	-1
No		235	27%	-17	-2	+1
Q4c. Were the activities linked to a documented learning plan/performance agreement (e.g. My Plan, Capability Enhancement Plan, Workplace Participation Plan, or Plan Do Review)?		642				
Yes		498	78%	-2	+7	+11
No		144	22%	+2	-7	-11

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	46	19	7	72%	+7 ↑	+5 ↑	+6 ↑
Q4d. The learning and development I've done has helped me advance my career	18	46	28		64%	+9 ↑	+3	+1
Q4e. The learning and development I've done has helped me do my job better	25	59	13		84%	+6 ↑	+3	+1

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

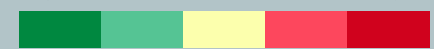


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



CAPABILITY



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

SKILLS UTILISATION	85%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2g. I believe the work I do is important	41	49	90%	+2	0	-3
Q2d. I clearly understand what I'm expected to do in my job	37	50	86%	+8 ↑	+1	+1
Q14b. I have the appropriate level of autonomy to do my job effectively	25	59	84%	+7 ↑	+2	+3
Q2b. My job allows me to use my skills, knowledge and abilities	35	52	87%	+7 ↑	+2	+1
Q6g. My manager enables the team to do its best	33	45	78%	+6 ↑	+5 ↑	+7 ↑

KEY

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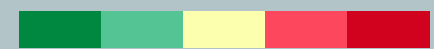


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



INNOVATION



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

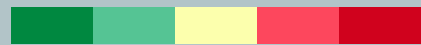
AUTONOMY	86%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
Q2d. I clearly understand what I'm expected to do in my job	37	50	10	86%	+8 ↑	+1	+1
Q14b. I have the appropriate level of autonomy to do my job effectively	25	59	11	84%	+7 ↑	+2	+3
Q2b. My job allows me to use my skills, knowledge and abilities	35	52	7	87%	+7 ↑	+2	+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.

CONTINUOUS IMPROVEMENT		70%	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	20	52	17	9	71%	+5 ↑	+7 ↑	+11 ↑	
	Q16b. I believe my organisation will take action as a result of this survey	15	44	29	7	59%	+9 ↑	+8 ↑	+19 ↑	
	Q8a. I know what I need to do to make changes happen in my organisation	12	46	30	10	58%	+4	+4	+6 ↑	
	Q2c. I seek out opportunities to improve my day-to-day performance	37	53	8		90%	-1	0	-1	
K	Q8c. It is safe to speak up and challenge the way things are done in my organisation	16	43	25	10	59%	+8 ↑	+4	+10 ↑	
K	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	15	42	29	8	57%	+9 ↑	+4	+10 ↑	
	Q3b. My workgroup always tries to improve its performance	34	51	11		85%	+6 ↑	+4	+4	
	Q14c. There are opportunities to be innovative in my job	23	49	19	8	72%	+4	+4	+2	
	Q10b. My team acts on the feedback we receive from our clients/customers/stakeholders	22	58	15		81%	+7 ↑	+8 ↑	+9 ↑	

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

QUALITY SERVICE DELIVERY



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

QUALITY SERVICE DELIVERY		72%	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	20	52	17	9	71%	+5 ↑	+7 ↑	+11 ↑	
	Q10e. In my organisation, we put the client/customer/stakeholder at the centre of everything we do	30	51	13		81%	+7 ↑	+8 ↑	+11 ↑	
	Q10c. In my organisation, earning and sustaining a high level of public trust is seen as important	31	53	12		85%	+5 ↑	+2	+2	
	Q10d. My organisation provides high-quality services to the Northern Territory community	29	52	14		81%	+5 ↑	+4	+4	
	Q3c. People in my workgroup use their time and resources efficiently	25	48	18	8	73%	+4	+2	+1	
	Q8f. There is good collaboration between my organisation and other agencies or organisations we work with	11	49	26	10	60%	+6 ↑	+3	+8 ↑	
	Q8e. There is good cooperation between teams across our organisation	12	44	25	13	56%	+7 ↑	+3	+6 ↑	

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

MANAGERS



EXPLORE THE FULL RESULTS

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

VISION AND PURPOSE	89%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2g. I believe the work I do is important	41	49	90%	+2	0	-3
Q2d. I clearly understand what I'm expected to do in my job	37	50	86%	+8	+1	+1
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	39	52	91%	+9	+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

MANAGERS



EXPLORE THE FULL RESULTS

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

COMMUNICATION	71%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
Q4g. My manager discusses my career intentions with me	21	43	23	10	64%	+1	+8 ↑	+9 ↑
Q6g. My manager enables the team to do its best	33	45	16		78%	+6 ↑	+5 ↑	+7 ↑
Q5f. My manager has talked to me about what I am doing well in my work	20	48	19	10	68%	+9 ↑	+4	+8 ↑
Q5g. My manager has talked to me about what I could do to improve my performance	13	47	26	11	60%	+11 ↑	+6 ↑	+10 ↑
Q6c. My manager involves me in decisions about my work	29	47	15	7	75%	+5 ↑	+5 ↑	+6 ↑
Q6b. My manager tells me about changes that affect me	32	50	11		82%	+7 ↑	+6 ↑	+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 (Dark Green) | Agree (Light Green) | Neither (Yellow) | Disagree (Pink) | Strongly disagree (Red)

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INTEGRITY AND ACCOUNTABILITY	76%	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	47	9	83%	+6 ↑	+2	+4	
Q6d. My manager is objective when making decisions	29	48	18	77%	+6 ↑	+5 ↑	+8 ↑	
Q6j. My manager encourages behaviours that are consistent with the NTPS values	35	49	13	85%	+6 ↑	+5 ↑	+7 ↑	
Q6e. My manager is an effective decision maker	34	44	16	77%	+5 ↑	+4	+7 ↑	
Q6a. My manager listens to what I have to say	36	48	10	84%	+4	+4	+6 ↑	
Q6f. My manager thinks avoiding conflicts of interest is important	34	42	18	77%	+3	+3	+7 ↑	
Q6h. My manager appropriately deals with employees who perform poorly	16	34	37	9	50%	+2	+5 ↑	+5 ↑

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SENIOR MANAGERS



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VISION AND PURPOSE	71%	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	24	57	15	81%	+3	+2	+1	
Q7c. The senior management team has a clear vision for the future of the organisation	24	43	24	67%	+8 ↑	+7 ↑	+12 ↑	
K Q7b. Senior managers provide clear strategy and direction	24	42	22	8	67%	+11 ↑	+5 ↑	+11 ↑

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SENIOR MANAGERS



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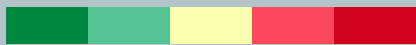
COMMUNICATION	64%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
Q7h. Communications about change from senior managers are timely	21	46	20	8	67%	+15 ↑	+9 ↑	+17 ↑
Q7f. Senior managers engage with employees at all levels of the organisation	22	41	22	10	63%	+13 ↑	+5 ↑	+11 ↑
Q7g. Senior managers keep employees informed about what's going on	23	45	20	8	68%	+15 ↑	+8 ↑	+15 ↑
Q7e. The senior managers in my organisation make timely decisions	20	39	28	9	59%	+10 ↑	+4	+10 ↑

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INTEGRITY AND ACCOUNTABILITY	74%	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	28	46	16	74%	+7 ↑	+4	+11 ↑
Q7d. Senior managers model the behaviours expected of employees	26	44	20	70%	+7 ↑	+5 ↑	+12 ↑
Q12k. In my organisation, behaving impartially is important	26	51	17	77%	+7 ↑	+1	+7 ↑
Q12j. In my organisation, improper conduct is not tolerated	26	48	17	75%	+1	+6 ↑	+12 ↑

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GOVERNANCE



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		RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Change Management	K Q7i. My senior managers effectively lead and manage change	22	45	21	7	66%	+11 ↑	+8 ↑	+16 ↑
	Q6b. My manager tells me about changes that affect me	32	50	11		82%	+7 ↑	+6 ↑	+9 ↑
Code of Conduct	Q12g. My behaviour at work is guided by the code of conduct	42	53			96%	+2	+2	+3
	Q12h. My manager's behaviour at work is guided by the code of conduct	38	51	10		88%	+4	+4	+5 ↑
Merit	Q11a. People recruited to my organisation seem to have the right skills for the job	10	45	29	11	55%	-1	+1	+3
	Q11b. Recruitment and promotion decisions in my workplace are based on merit	15	41	26	11 7	56%	+5 ↑	+3	+7 ↑
NTPS Values	Q2a. My behaviour at work is guided by the NTPS values	43	49		7	91%	+1	+1	+4
	Q6i. My manager's behaviour at work is guided by the NTPS values	36	48	13		84%	+6 ↑	+5 ↑	+8 ↑
WHS	Q9c. There is an appropriate level of focus on safety at my workplace	26	54	14		81%	+3	+6 ↑	+9 ↑

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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)		877				
Yes		876	100%	+1	+1	+1
No		1	0%	-1	-1	-1

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ORGANISATIONAL ACCOUNTABILITY	71%	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	47	9	83%	+6 ↑	+2	+4		
Q12i. In my organisation, avoiding conflict of interest is seen as important	33	50	12	83%	+2	+3	+7 ↑		
Q12j. In my organisation, improper conduct is not tolerated	26	48	17	75%	+1	+6 ↑	+12 ↑		
Q3c. People in my workgroup use their time and resources efficiently	25	48	18	8	73%	+4	+2	+1	
Q11b. Recruitment and promotion decisions in my workplace are based on merit	15	41	26	11	7	56%	+5 ↑	+3	+7 ↑
Q12e. I am confident that I would be protected from reprisal for reporting improper conduct	23	44	21	8	67%	+8 ↑	+5 ↑	+9 ↑	
Q12f. I am confident that if I reported improper conduct in my organisation, it would be investigated in a thorough and objective way	18	45	27		62%	+5 ↑	+4	+10 ↑	

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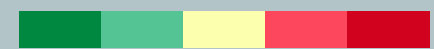


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Q12b. I have witnessed improper conduct		877				
Yes		195	22%	-4	-6	-12
No		682	78%	+4	+6	+12
Q12c. I know what to do to report improper conduct in my organisation		877				
Yes		827	94%	+5	+1	+3
No		50	6%	-5	-1	-3

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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	13	36	39	8	49%	-	+10 ↑	+20 ↑
Q16b. I believe my organisation will take action as a result of this survey	15	44	29	7	59%	+9 ↑	+8 ↑	+19 ↑

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