



NT PEOPLE MATTER SURVEY 2023

Department of the Attorney General and Justice

RESPONSE RATE:

54%

RESPONSES:

762
of 1403

YOUR EMPLOYEE ENGAGEMENT SCORE:

61%



VARIANCE from 2021 SURVEY: 0

VARIANCE from NTPS: -3

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:

63%



VARIANCE from 2021 SURVEY: +2

VARIANCE from NTPS: -6



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	58%
DISABILITY - Yes	62%
AGE - 55+ YRS	62%



HIGHEST SCORING QUESTIONS:

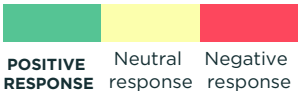
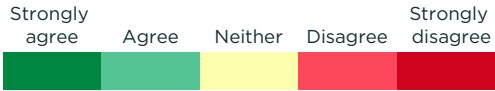
% POSITIVE

Q12g. My behaviour at work is guided by the code of conduct	91%
Q2g. I believe the work I do is important	90%
Q2c. I seek out opportunities to improve my day-to-day performance	88%

GUIDE TO THIS REPORT

% POSITIVE

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



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

ROUNDING

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

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

ANONYMITY

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

COMPARISONS TO COMPARATOR GROUP

WITHIN THIS REPORT A COMPARISON AGAINST COMPARATOR GROUP REFERS TO 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	91%	Q16a. I believe my organisation took appropriate action from the last People Matter survey	57%	Q4g. My manager discusses my career intentions with me	33%
Q2g. I believe the work I do is important	90%	Q20e. My manger supports me to address vicarious trauma experienced from the work I do in AGD	46%	Q20f. There are sufficient promotional opportunities for me within AGD	33%
Q2c. I seek out opportunities to improve my day-to-day performance	88%	Q20h. I can see a clear career path for me within AGD	41%	Q6h. My manager appropriately deals with employees who perform poorly	32%
Q2a. My behaviour at work is guided by the NTPS values	87%	Q20d. AGD has sufficient training, policies, practices, and EAP provisions to help me understand and manage vicarious trauma	39%	Q5g. My manager has talked to me about what I could do to improve my performance	32%
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	86%	Q16b. I believe my organisation will take action as a result of this survey	38%	Q20h. I can see a clear career path for me within AGD	32%



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		61%	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	17	39	25	12 7	56%	+2	-9 ↓	-5 ↓
	Q15b. I am proud to tell others I work for my organisation	21	43	21	10	63%	+1	-4	-2
STAY	Q15c. I feel a strong personal attachment to my organisation	16	34	29	14	51%	-3	-1	-5 ↓
STRIVE	Q15d. My organisation motivates me to help it achieve its objectives	14	37	28	14 8	51%	+3	-6 ↓	-4
	Q15e. My organisation inspires me to do the best in my job	15	34	29	14 9	49%	+1	-8 ↓	-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
.1	Q7b. Senior managers provide clear strategy and direction	52%	+5	-9	-4
.2	Q7i. My senior managers effectively lead and manage change	47%	-2	-11	-4
.3	Q7d. Senior managers model the behaviours expected of employees	54%	+2	-11	-4
.4	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	44%	+2	-9	-3
.5	Q12f. I am confident that if I reported improper conduct in my organisation, it would be investigated in a thorough and objective way	47%	0	-11	-5
.6	Q7a. I'm confident that my senior managers have the appropriate capabilities and skills to lead my organisation	60%	+3	-10	-3

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	63%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS			
Q14a. I receive adequate recognition for doing a good job	12	40	22	17	9	52%	0	-10 ↓	-8 ↓
Q14b. I have the appropriate level of autonomy to do my job effectively	22	55	14			77%	+4	-5 ↓	-3
Q14c. There are opportunities to be innovative in my job	15	43	25	12		58%	0	-9 ↓	-11 ↓
Q14d. Overall, I am satisfied with my job	19	49	19	9		67%	+3	-5 ↓	-4
Q14e. Overall, I am satisfied with my organisation as an employer	18	44	17	13	9	61%	+1	-9 ↓	-4

KEY

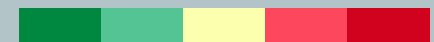


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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		66%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
Motivation	Q2g. I believe the work I do is important	45	46		90%	+2	0	-2	
	Q15d. My organisation motivates me to help it achieve its objectives	14	37	28	14	8	51%	+3	-6 ↓
Purpose	Q8b. I believe in the purpose and objectives of my organisation	23	51	19		75%	-2	-5 ↓	-5 ↓
	Q15e. My organisation inspires me to do the best in my job	15	34	29	14	9	49%	+1	-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 (Red) | Strongly disagree (Dark Red)

EMPLOYEE EXPERIENCE



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

BELONGING		60%	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	29	14		51%	-3	-1	-5 ↓	
	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	37	48	9			86%	+2	-3	-2	
Included	Q5f. My manager has talked to me about what I am doing well in my work	14	39	19	16	12	53%	+4	-11 ↓	-8 ↓	
	Q5g. My manager has talked to me about what I could do to improve my performance	9	32	27	21	11	41%	0	-13 ↓	-9 ↓	
	Q6c. My manager involves me in decisions about my work	22	39	17	12	9	61%	0	-9 ↓	-8 ↓	
	Q6b. My manager tells me about changes that affect me	22	43	17	10	7	65%	+1	-11 ↓	-8 ↓	
Respected	Q14a. I receive adequate recognition for doing a good job	12	40	22	17	9	52%	0	-10 ↓	-8 ↓	
	Q3d. People in my workgroup treat each other with respect	26	44	14	10		70%	+7 ↑	-9 ↓	-9 ↓	

K KEY DRIVER OF ENGAGEMENT QUESTION

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



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

RECOGNITION	53%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS			
Q2e. I contribute to my workplace outside of the requirements of my job description	40	44	12	83%	-3	-2	-4		
Q14a. I receive adequate recognition for doing a good job	12	40	22	17	9	52%	0	-10 ↓	-8 ↓
Q2f. I get adequate recognition for the contributions I make outside of my job description	11	33	28	17	11	44%	-2	-9 ↓	-6 ↓
Q6h. My manager appropriately deals with employees who perform poorly	10	23	34	17	16	33%	-3	-12 ↓	-11 ↓

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree (Dark Green) | Agree (Light Green) | Neither (Yellow) | Disagree (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	64%	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	14	41	23	13	9	55%	-4	-13 ↓	-8 ↓
Q9a. My manager thinks employees' wellbeing is important	29	44	13	8		72%	+5 ↑	-10 ↓	-8 ↓
Q9b. Senior managers think employees' wellbeing is important	22	38	19	12	9	60%	+4	-9 ↓	-5 ↓
Q3d. People in my workgroup treat each other with respect	26	44	14	10		70%	+7 ↑	-9 ↓	-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



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		762				
Strongly agree		146	19%	-	+6	+2
Agree		202	27%	-	+5	+3
Neither agree nor disagree		194	25%	-	-3	-2
Disagree		166	22%	-	-7	-3
Strongly disagree		54	7%	-	-1	+1
Q9g. How often do you find work stressful		762				
Always		69	9%	-	+3	+2
Often		281	37%	-	+8	+6
Sometimes		306	40%	-	-7	-6
Rarely		97	13%	-	-4	-1
Never		9	1%	-	-1	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

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

THE DATA IN THIS SECTION DOES NOT REPRESENT DOCUMENTED CASES OF BULLYING AND HARASSMENT IN THE WORKPLACE. INSTEAD, IT IS EMPLOYEES' PERCEPTIONS OF EXPERIENCING THESE BEHAVIOURS AT WORK. THIS IS AS IMPORTANT AS UNDERSTANDING THE NUMBER OF DOCUMENTED CASES, AS IT PROVIDES INSIGHT TO WORKPLACE CULTURE AND THE DYNAMICS OF A WORKPLACE.

BULLYING / SEXUAL HARASSMENT	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13a. Bullying/sexual harassment is not tolerated in my organisation	<div style="display: flex; justify-content: space-between;"> 34 37 12 9 7 </div>	72%	+16 ↑	-9 ↓	-5 ↓

KEY

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Strongly agree Agree Neither Disagree Strongly disagree

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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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		762				
Experienced Bullying (all instances)		232	30%	-6 ↓	+10 ↑	+5 ↑
Experienced Physical Abuse (all instances)		3	0%	-	0	0
Experienced Sexual Harassment (all instances)		82	11%	-3	+5 ↑	+5 ↑
No		447	59%	+7 ↑	-12 ↓	-7 ↓
Prefer not to say		73	10%	-1	+2	+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?		232				
Internal people (all instances)		211	91%	-2	-2	+2
External people (all instances)		55	24%	+3	+6	+2
Q13f. Have you made a formal complaint about the bullying incident?		232				
Yes		53	23%	+2	+3	+2
No		179	77%	-2	-3	-2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

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?		53				
Yes		9	17%	-18 ↓	-6 ↓	-8 ↓
No		35	66%	+21 ↑	+5 ↑	+9 ↑
Don't Know		9	17%	-3	+1	-1
Q13i. Did the bullying cause you to take time off work?		232				
Yes		72	31%	-3	+2	+1
No		160	69%	+3	-2	-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 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?		3				
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?		3				
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?

3

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?

3

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?		82				
Internal people (all instances)		63	77%	-22 ↓	-2	+8 ↑
External people (all instances)		26	32%	+14 ↑	+3	-4
Q13p. Have you made a formal complaint about the sexual harassment?		82				
Yes		9	11%	-4	+1	0
No		73	89%	+4	-1	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



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SEXUAL HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13q. If you made a formal complaint, were you satisfied with the way it was handled?		9				
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?		82				
Yes		12	15%	-25 ↓	-1	+5 ↑
No		70	85%	+25 ↑	+1	-5 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

WITNESSED BULLYING / SEXUAL HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13b. In the past 12 months, have you witnessed bullying/sexual harassment at work?		762				
Yes		257	34%	-5 ↓	+11 ↑	+8 ↑
No		505	66%	+5 ↑	-11 ↓	-8 ↓
Q13c. What action did you take after witnessing this bullying/sexual harassment?		257				
Spoke about the matter to the person perceived to be the bully		73	28%	+4	+6 ↑	+6 ↑
Spoke about the matter to the person perceived to have been bullied		94	37%	-2	+2	-1
Reported the matter formally or informally		128	50%	-2	+4	0
Made a note of the occurrence but took no action		35	14%	-11 ↓	-1	-5 ↓
Took no action		28	11%	+3	-3	0
Other		27	11%	+2	+2	+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

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

THESE RESULTS PROVIDE AN INSIGHT INTO WORKPLACE INCLUSION BY COLLECTIVELY GROUPING THE ABOVE RESPONSES TOGETHER. THIS IS NOT A COMPLETE PICTURE OF WORKPLACE INCLUSION, AND RESULTS SHOULD BE CONSIDERED IN CONTEXT OF OTHER RESULTS THAT POINT A MORE COMPREHENSIVE PICTURE OF INCLUSION IN THE WORKPLACE, SUCH AS THE DIVERSITY OF THE WORKFORCE, AND THE OVERALL PERCEPTIONS AND ENGAGEMENT OF DIVERSE GROUPS WITHIN THE AGENCY.

WORKPLACE INCLUSION		63%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	Q3d. People in my workgroup treat each other with respect	26	44	14 10	70%	+7 ↑	-9 ↓	-9 ↓
	Q7f. Senior managers engage with employees at all levels of the organisation	18	33	19 16 14	51%	+4	-7 ↓	-1
	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	37	48	9	86%	+2	-3	-2
	Q3b. My workgroup always tries to improve its performance	27	44	14 10	72%	+3	-9 ↓	-9 ↓
K	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	10	33	26 16 14	44%	+2	-9 ↓	-3
K	Q7d. Senior managers model the behaviours expected of employees	19	35	23 13 10	54%	+2	-11 ↓	-4
	Q19a. Personal background is not a barrier to success in my organisation (e.g., cultural, age, disability, sexual)	19	44	21 10	64%	-5 ↓	-6 ↓	-5 ↓

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

WORKPLACE INCLUSION AND WELLBEING



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

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

WORKPLACE WELLBEING		62%	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	31	51	8	7	82%	+4	-4	-4	
	Q2d. I clearly understand what I'm expected to do in my job	35	48	10		83%	0	-2	-2	
	Q5f. My manager has talked to me about what I am doing well in my work	14	39	19	16	12	53%	+4	-11 ↓	-8 ↓
	Q6b. My manager tells me about changes that affect me	22	43	17	10	7	65%	+1	-11 ↓	-8 ↓
	Q6c. My manager involves me in decisions about my work	22	39	17	12	9	61%	0	-9 ↓	-8 ↓
	K Q7i. My senior managers effectively lead and manage change	14	32	27	14	12	47%	-2	-11 ↓	-4
	Q9e. My agency does a good job of promoting health and wellbeing	13	29	30	17	11	43%	-	-14 ↓	-11 ↓
	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	11	39	21	20	9	50%	-7 ↓	-14 ↓	-10 ↓
	Q12j. In my organisation, improper conduct is not tolerated	20	37	22	12	9	56%	-5 ↓	-12 ↓	-6 ↓

KEY

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Strongly agree Agree Neither Disagree Strongly disagree

WORKPLACE INCLUSION AND WELLBEING



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WORKPLACE WELLBEING		62%	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	12	40	22	17	9	52%	0	-10 ↓	-8 ↓	
	Q14b. I have the appropriate level of autonomy to do my job effectively	22	55	14			77%	+4	-5 ↓	-3	
	Q18u. In my workplace, the physical environment is a barrier to my success	10	25	43	20		62%	-2	-6 ↓	-4	
Behaviours	Q3d. People in my workgroup treat each other with respect	26	44	14	10		70%	+7 ↑	-9 ↓	-9 ↓	
	Q6i. My manager's behaviour at work is guided by the NTPS values	27	41	20			68%	+2	-11 ↓	-9 ↓	
	Q6j. My manager encourages behaviours that are consistent with the NTPS values	27	41	19	7		68%	-1	-11 ↓	-9 ↓	
	K Q7d. Senior managers model the behaviours expected of employees	19	35	23	13	10	54%	+2	-11 ↓	-4	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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

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	53%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q8c. It is safe to speak up and challenge the way things are done in my organisation	12	35	22	16	16	47% +1 -8↓ -2
K Q8d. My organisation fairly considers recommendations from staff about how we could operate better	10	33	26	16	14	44% +2 -9↓ -3
Q9b. Senior managers think employees' wellbeing is important	22	38	19	12	9	60% +4 -9↓ -5↓
Q9c. There is an appropriate level of focus on safety at my workplace	20	45	16	11	8	64% 0 -10↓ -8↓
Q19m. My workplace has a flexible approach to work	12	40	23	17	7	52% -2 -15↓ -10↓

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

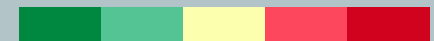


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



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)		762				
Yes		291	38%	-2	-25 ↓	-17 ↓
No		377	49%	+2	+21 ↑	+15 ↑
Not Sure		94	12%	0	+4	+2
Q5b. I've received formal feedback on my performance		762				
Yes		326	43%	+2	-19 ↓	-9 ↓
No		436	57%	-2	+19 ↑	+9 ↑
Q5c. I've received informal feedback on my performance		762				
Yes		525	69%	+2	-11 ↓	-8 ↓
No		237	31%	-2	+11 ↑	+8 ↑

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	12	34	22	18	13	47%	+5 ↑	-13 ↓	-9 ↓
Q5f. My manager has talked to me about what I am doing well in my work	14	39	19	16	12	53%	+4	-11 ↓	-8 ↓
Q5g. My manager has talked to me about what I could do to improve my performance	9	32	27	21	11	41%	0	-13 ↓	-9 ↓
Q5d. My work performance is assessed against clear criteria	10	34	28	20	8	44%	-2	-14 ↓	-9 ↓
Q4g. My manager discusses my career intentions with me	13	29	25	17	16	42%	+3	-14 ↓	-13 ↓

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

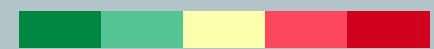


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



CAPABILITY



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LEARNING AND DEVELOPMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q4a. During the past 12 months, have your learning and development needs been identified and agreed with your supervisor?		762				
Yes		469	62%	+3	-15	-10
No		293	38%	-3	+15	+10
Q4b. In the past 12 months, have you done any learning and development activities?		762				
Yes		498	65%	+6	-6	-9
No		264	35%	-6	+6	+9
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)?		498				
Yes		283	57%	-1	-14	-10
No		215	43%	+1	+14	+10

KEY



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LEARNING AND DEVELOPMENT	RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q4f. My manager helps to develop my capability (work-related skills and knowledge)	18	36	22	13	10	55%	+3	-12 ↓	-11 ↓
Q4d. The learning and development I've done has helped me advance my career	16	41	29	11		57%	+3	-4	-6 ↓
Q4e. The learning and development I've done has helped me do my job better	22	55	16			77%	-2	-4	-6 ↓

KEY

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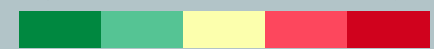


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CAPABILITY



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

SKILLS UTILISATION	79%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2g. I believe the work I do is important	45	46	90%	+2	0	-2
Q2d. I clearly understand what I'm expected to do in my job	35	48	83%	0	-2	-2
Q14b. I have the appropriate level of autonomy to do my job effectively	22	55	77%	+4	-5 ↓	-3
Q2b. My job allows me to use my skills, knowledge and abilities	31	51	82%	+4	-4	-4
Q6g. My manager enables the team to do its best	24	39	63%	0	-10 ↓	-8 ↓

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

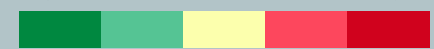


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INNOVATION



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

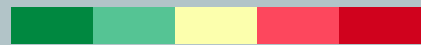
AUTONOMY	81%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2d. I clearly understand what I'm expected to do in my job			83%	0	-2	-2
Q14b. I have the appropriate level of autonomy to do my job effectively			77%	+4	-5	-3
Q2b. My job allows me to use my skills, knowledge and abilities			82%	+4	-4	-4

KEY **K** KEY DRIVER OF ENGAGEMENT QUESTION

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



INNOVATION



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

CONTINUOUS IMPROVEMENT		56%	RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	11	39	21	20	9	50%	-7 ↓	-14 ↓	-10 ↓	
	Q16b. I believe my organisation will take action as a result of this survey	8	29	38	12	14	36%	+2	-15 ↓	-4	
	Q8a. I know what I need to do to make changes happen in my organisation	9	40	31	16		49%	+2	-5 ↓	-3	
	Q2c. I seek out opportunities to improve my day-to-day performance	33	55	9			88%	-2	-2	-3	
	Q8c. It is safe to speak up and challenge the way things are done in my organisation	12	35	22	16	16	47%	+1	-8 ↓	-2	
K	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	10	33	26	16	14	44%	+2	-9 ↓	-3	
	Q3b. My workgroup always tries to improve its performance	27	44	14	10		72%	+3	-9 ↓	-9 ↓	
	Q14c. There are opportunities to be innovative in my job	15	43	25	12		58%	0	-9 ↓	-11 ↓	
	Q10b. My team acts on the feedback we receive from our clients/customers/stakeholders	12	45	28	11		57%	0	-15 ↓	-15 ↓	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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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	59%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS			
Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	11	39	21	20	9	50%	-7 ↓	-14 ↓	-10 ↓
Q10e. In my organisation, we put the client/customer/stakeholder at the centre of everything we do	22	40	24	10		62%	-3	-11 ↓	-8 ↓
Q10c. In my organisation, earning and sustaining a high level of public trust is seen as important	33	44	15			76%	-4	-6 ↓	-6 ↓
Q10d. My organisation provides high-quality services to the Northern Territory community	28	41	19	8		69%	-5 ↓	-8 ↓	-8 ↓
Q3c. People in my workgroup use their time and resources efficiently	21	43	18	13		63%	+2	-7 ↓	-8 ↓
Q8f. There is good collaboration between my organisation and other agencies or organisations we work with	9	40	32	11	7	49%	-3	-8 ↓	-3
Q8e. There is good cooperation between teams across our organisation	11	35	24	18	12	45%	+4	-8 ↓	-5 ↓

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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

MANAGERS



EXPLORE THE FULL RESULTS

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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
Q2g. I believe the work I do is important			90%	+2	0	-2
Q2d. I clearly understand what I'm expected to do in my job			83%	0	-2	-2
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals			86%	+2	-3	-2

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

MANAGERS



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

COMMUNICATION	54%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS			
Q4g. My manager discusses my career intentions with me	13	29	25	17	16	42%	+3	-14 ↓	-13 ↓
Q6g. My manager enables the team to do its best	24	39	21	10		63%	0	-10 ↓	-8 ↓
Q5f. My manager has talked to me about what I am doing well in my work	14	39	19	16	12	53%	+4	-11 ↓	-8 ↓
Q5g. My manager has talked to me about what I could do to improve my performance	9	32	27	21	11	41%	0	-13 ↓	-9 ↓
Q6c. My manager involves me in decisions about my work	22	39	17	12	9	61%	0	-9 ↓	-8 ↓
Q6b. My manager tells me about changes that affect me	22	43	17	10	7	65%	+1	-11 ↓	-8 ↓

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

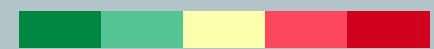


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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MANAGERS



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

INTEGRITY AND ACCOUNTABILITY	63%	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	28	48	9 8 8	75%	+7 ↑	-6 ↓ -4
Q6d. My manager is objective when making decisions	21	40	21 10 7	62%	+1	-10 ↓ -7 ↓
Q6j. My manager encourages behaviours that are consistent with the NTPS values	27	41	19 7	68%	-1	-11 ↓ -9 ↓
Q6e. My manager is an effective decision maker	24	39	21 9 7	63%	+1	-9 ↓ -7 ↓
Q6a. My manager listens to what I have to say	26	45	14 8	71%	+2	-9 ↓ -7 ↓
Q6f. My manager thinks avoiding conflicts of interest is important	28	37	24	65%	0	-9 ↓ -5 ↓
Q6h. My manager appropriately deals with employees who perform poorly	10	23	34 17 16	33%	-3	-12 ↓ -11 ↓

KEY

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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	59%	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	23	51	19	75%	-2	-5 ↓ -5 ↓
Q7c. The senior management team has a clear vision for the future of the organisation	17	35	26	11	11	51% +4 -9 ↓ -4
K Q7b. Senior managers provide clear strategy and direction	17	35	23	13	12	52% +5 ↑ -9 ↓ -4

KEY

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

SENIOR MANAGERS



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COMMUNICATION	48%	RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q7h. Communications about change from senior managers are timely	14	33	27	15	11	46%	+5 ↑	-12 ↓	-4	
Q7f. Senior managers engage with employees at all levels of the organisation	18	33	19	16	14	51%	+4	-7 ↓	-1	
Q7g. Senior managers keep employees informed about what's going on	16	33	23	16	12	49%	+7 ↑	-11 ↓	-4	
Q7e. The senior managers in my organisation make timely decisions	14	32	27	15	11	46%	0	-9 ↓	-3	

KEY

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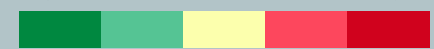


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SENIOR MANAGERS



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

INTEGRITY AND ACCOUNTABILITY		60%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
K	Q7a. I'm confident that my senior managers have the appropriate capabilities and skills to lead my organisation	23	37	20	10	10	60%	+3	-10 ↓	-3
K	Q7d. Senior managers model the behaviours expected of employees	19	35	23	13	10	54%	+2	-11 ↓	-4
	Q12k. In my organisation, behaving impartially is important	28	43	18			71%	+3	-5 ↓	+1
	Q12j. In my organisation, improper conduct is not tolerated	20	37	22	12	9	56%	-5 ↓	-12 ↓	-6 ↓

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GOVERNANCE



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

		RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Change Management	K Q7i. My senior managers effectively lead and manage change	14	32	27	14	12	47%	-2	-11 ↓	-4
	Q6b. My manager tells me about changes that affect me	22	43	17	10	7	65%	+1	-11 ↓	-8 ↓
Code of Conduct	Q12g. My behaviour at work is guided by the code of conduct	38	53	8			91%	+1	-3	-2
	Q12h. My manager's behaviour at work is guided by the code of conduct	30	45	16			75%	+1	-9 ↓	-8 ↓
Merit	Q11a. People recruited to my organisation seem to have the right skills for the job	9	35	25	19	12	44%	-1	-10 ↓	-8 ↓
	Q11b. Recruitment and promotion decisions in my workplace are based on merit	12	32	25	15	16	44%	0	-10 ↓	-6 ↓
NTPS Values	Q2a. My behaviour at work is guided by the NTPS values	38	48	9			87%	+1	-3	-1
	Q6i. My manager's behaviour at work is guided by the NTPS values	27	41	20			68%	+2	-11 ↓	-9 ↓
WHS	Q9c. There is an appropriate level of focus on safety at my workplace	20	45	16	11	8	64%	0	-10 ↓	-8 ↓

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GOVERNANCE



EXPLORE THE FULL RESULTS

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

ORGANISATIONAL ACCOUNTABILITY	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q12a. I am aware of my obligations under the NTPS Code of Conduct (or the code of conduct that applies to you)		762				
Yes		752	99%	0	0	0
No		10	1%	0	0	0

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ORGANISATIONAL ACCOUNTABILITY		59%	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	28	48	9	8	8	75%	+7 ↑	-6 ↓	-4	
	Q12i. In my organisation, avoiding conflict of interest is seen as important	31	42	18			73%	+1	-7 ↓	-3	
	Q12j. In my organisation, improper conduct is not tolerated	20	37	22	12	9	56%	-5 ↓	-12 ↓	-6 ↓	
	Q3c. People in my workgroup use their time and resources efficiently	21	43	18	13		63%	+2	-7 ↓	-8 ↓	
	Q11b. Recruitment and promotion decisions in my workplace are based on merit	12	32	25	15	16	44%	0	-10 ↓	-6 ↓	
	Q12e. I am confident that I would be protected from reprisal for reporting improper conduct	18	34	21	14	13	52%	+2	-10 ↓	-6 ↓	
K	Q12f. I am confident that if I reported improper conduct in my organisation, it would be investigated in a thorough and objective way	14	33	25	14	14	47%	0	-11 ↓	-5 ↓	

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GOVERNANCE



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ORGANISATIONAL ACCOUNTABILITY	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q12b. I have witnessed improper conduct		762				
Yes		305	40%	+1	+12	+6
No		457	60%	-1	-12	-6
Q12c. I know what to do to report improper conduct in my organisation		762				
Yes		706	93%	+3	-1	+2
No		56	7%	-3	+1	-2

KEY



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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	19	57	11	10	21%	-	-17 ↓	-8 ↓	
Q16b. I believe my organisation will take action as a result of this survey	8	29	38	12	14	36%	+2	-15 ↓	-4

KEY

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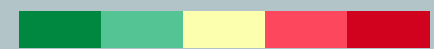


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DEPARTMENT OF ATTORNEY GENERAL AND JUSTICE QUESTIONS



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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
Q20a. I have had to take longer than one day off work to focus on my mental health and wellbeing, because of a situation at work	12	20	15	35	18	54%	-	0	0
Q20b. AGD has sufficient policies, practices, and EAP provisions to help me manage my mental health	9	43	33	10		53%	-	0	0
Q20c. I have experienced vicarious trauma in relation to the work I do in AGD, in the past 12 months	20	22	34	17		52%	-	0	0
Q20d. AGD has sufficient training, policies, practices, and EAP provisions to help me understand and manage vicarious trauma	33	39	16			40%	-	0	0
Q20e. My manager supports me to address vicarious trauma experienced from the work I do in AGD	9	27	46	12		36%	-	0	0
Q20f. There are sufficient promotional opportunities for me within AGD	28	34	22	11		34%	-	0	0
Q20g. I am considering leaving AGD within the next 12 months to progress my career	8	15	30	32	15	47%	-	0	0
Q20h. I can see a clear career path for me within AGD	22	41	21	11		28%	-	0	0

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