



NT PEOPLE MATTER SURVEY 2023

Northern Territory Public Sector

RESPONSE RATE:

39%

RESPONSES:

9154
of 23774

YOUR EMPLOYEE ENGAGEMENT SCORE:

64%



VARIANCE from 2021 SURVEY: -1

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:

69%



VARIANCE from 2021 SURVEY: 0



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

65%

DISABILITY - Yes

61%

AGE - 55+ YRS

65%



HIGHEST SCORING QUESTIONS:

% POSITIVE

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

93%

Q2g. I believe the work I do is important

93%

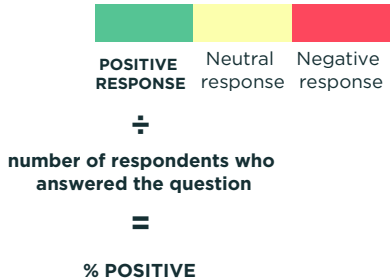
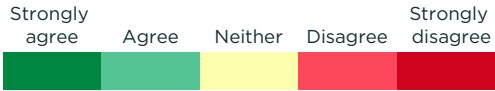
Q2c. I seek out opportunities to improve my day-to-day performance

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.

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	93%	Q16a. I believe my organisation took appropriate action from the last People Matter survey	52%	Q8c. It is safe to speak up and challenge the way things are done in my organisation	27%
Q2g. I believe the work I do is important	93%	Q16b. I believe my organisation will take action as a result of this survey	38%	Q7f. Senior managers engage with employees at all levels of the organisation	26%
Q2c. I seek out opportunities to improve my day-to-day performance	91%	Q6h. My manager appropriately deals with employees who perform poorly	35%	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	26%
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	88%	Q8a. I know what I need to do to make changes happen in my organisation	30%	Q8e. There is good cooperation between teams across our organisation	25%
Q2a. My behaviour at work is guided by the NTPS values	87%	Q8f. There is good collaboration between my organisation and other agencies or organisations we work with	30%	Q11b. Recruitment and promotion decisions in my workplace are based on merit	24%



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		64%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY
SAY	Q15a. I would recommend my organisation as a great place to work	19	42	24	10	60%	-1	
	Q15b. I am proud to tell others I work for my organisation	22	44	23	8	66%	-1	
STAY	Q15c. I feel a strong personal attachment to my organisation	18	37	29	11	55%	-4	
STRIVE	Q15d. My organisation motivates me to help it achieve its objectives	15	40	30	12	54%	-1	
	Q15e. My organisation inspires me to do the best in my job	16	38	30	11	54%	-1	

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



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

.1	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	47%	+1
.2	Q8c. It is safe to speak up and challenge the way things are done in my organisation	49%	0
.3	Q7i. My senior managers effectively lead and manage change	50%	-3
.4	Q7b. Senior managers provide clear strategy and direction	56%	+1
.5	Q7a. I'm confident that my senior managers have the appropriate capabilities and skills to lead my organisation	63%	0
.6	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	60%	-4

EMPLOYEE SATISFACTION INDEX



HOW SATISFIED IS YOUR TEAM?

THESE RESULTS PROVIDE A MEASURE OF EMPLOYEE SATISFACTION WITHIN YOUR TEAM. THIS SCORE REFLECTS HOW CONTENT EMPLOYEES ARE WITH THEIR JOBS AND THE WIDER ORGANISATION. FEELING CHALLENGED, RECEIVING AN APPROPRIATE LEVEL OF RECOGNITION AND HAVING AN ADEQUATE LEVEL OF RESPONSIBILITY ALL HAVE AN IMPACT ON EMPLOYEE SATISFACTION.

EMPLOYEE SATISFACTION	69%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY		
Q14a. I receive adequate recognition for doing a good job	15	45	21	13	60%	0
Q14b. I have the appropriate level of autonomy to do my job effectively	24	56	12		81%	+2
Q14c. There are opportunities to be innovative in my job	20	49	19	9	69%	-2
Q14d. Overall, I am satisfied with my job	21	51	17	8	72%	-1
Q14e. Overall, I am satisfied with my organisation as an employer	19	47	19	10	66%	-1

KEY

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

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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		70%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY
Motivation	Q2g. I believe the work I do is important		49 43	93%	0
	Q15d. My organisation motivates me to help it achieve its objectives		15 40 30 12	54%	-1
Purpose	Q8b. I believe in the purpose and objectives of my organisation		24 56 16	79%	-1
	Q15e. My organisation inspires me to do the best in my job		16 38 30 11	54%	-1

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

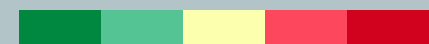


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



EMPLOYEE EXPERIENCE



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

BELONGING		67%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY
Accepted	Q15c. I feel a strong personal attachment to my organisation	18	37	29	11	55%	-4	
	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	38	50	8		88%	+3	
Included	Q5f. My manager has talked to me about what I am doing well in my work	18	43	20	13	61%	+3	
	Q5g. My manager has talked to me about what I could do to improve my performance	12	38	28	16	49%	+2	
	Q6c. My manager involves me in decisions about my work	26	43	16	9	69%	0	
	Q6b. My manager tells me about changes that affect me	27	46	14	8	73%	+1	
Respected	Q14a. I receive adequate recognition for doing a good job	15	45	21	13	60%	0	
	Q3d. People in my workgroup treat each other with respect	35	45	11		79%	+4	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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

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

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	60%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY
Q2e. I contribute to my workplace outside of the requirements of my job description		44 43 10	87%	-2
Q14a. I receive adequate recognition for doing a good job		15 45 21 13	60%	0
Q2f. I get adequate recognition for the contributions I make outside of my job description		13 37 27 16 7	50%	0
Q6h. My manager appropriately deals with employees who perform poorly		14 30 35 12 8	45%	0

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 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	72%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY		
Q9d. I am satisfied with the policies/practices in place to help me manage my health and wellbeing	19	45	21	10	63%	-1
Q9a. My manager thinks employees' wellbeing is important	36	44	11		80%	+3
Q9b. Senior managers think employees' wellbeing is important	23	42	20	9	65%	+4
Q3d. People in my workgroup treat each other with respect	35	45	11		79%	+4

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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

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

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
Q9f. I feel burned out by my work		9154		
Strongly agree		1537	17%	-
Agree		2182	24%	-
Neither agree nor disagree		2539	28%	-
Disagree		2300	25%	-
Strongly disagree		596	7%	-
Q9g. How often do you find work stressful		9154		
Always		682	7%	-
Often		2871	31%	-
Sometimes		4234	46%	-
Rarely		1223	13%	-
Never		144	2%	-

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

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

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

BULLYING / SEXUAL HARASSMENT

RESPONSE SCALE

% POSITIVE

VARIANCE FROM 2021 SURVEY

Q13a. Bullying/sexual harassment is not tolerated in my organisation

38

39

12

7

77%

+12 ↑

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



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
Q13d. Experienced bullying / physical abuse / sexual harassment in the past 12 months		9154		
Experienced Bullying (all instances)		2327	25%	-3
Experienced Physical Abuse (all instances)		63	1%	-
Experienced Sexual Harassment (all instances)		537	6%	-1
No		5967	65%	+3
Prefer not to say		758	8%	-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
Q13e. Who bullied you?		2327		
Internal people (all instances)		2076	89%	-2
External people (all instances)		495	21%	0
Q13f. Have you made a formal complaint about the bullying incident?		2327		
Yes		487	21%	+5
No		1840	79%	-5

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
Q13g. If you made a formal complaint, were you satisfied with the way it was handled?		487		
Yes		121	25%	-1
No		279	57%	+3
Don't Know		87	18%	-2
Q13i. Did the bullying cause you to take time off work?		2327		
Yes		708	30%	-2
No		1619	70%	+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
Q13j. Who physically abused you?		63		
Internal people (all instances)		8	13%	-
External people (all instances)		57	90%	-
Q13k. Have you made a formal complaint about the physical abuse?		63		
Yes		38	60%	-
No		25	40%	-

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.

PHYSICAL ABUSE	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY
Q13i. If you made a formal complaint, were you satisfied with the way it was handled?		38		
Yes		13	34%	-
No		18	47%	-
Don't Know		7	18%	-
Q13n. Did the physical abuse cause you to take time off work?		63		
Yes		15	24%	-
No		48	76%	-

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
Q130. Who sexually harassed you?		537		
Internal people (all instances)		367	68%	-22 ↓
External people (all instances)		191	36%	+12 ↑
Q13p. Have you made a formal complaint about the sexual harassment?		537		
Yes		59	11%	-8 ↓
No		478	89%	+8 ↑

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
Q13q. If you made a formal complaint, were you satisfied with the way it was handled?		59		
Yes		21	36%	+20
No		29	49%	-22
Don't Know		9	15%	+2
Q13s. Did the sexual harassment cause you to take time off work?		537		
Yes		53	10%	-24
No		484	90%	+24

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
Q13b. In the past 12 months, have you witnessed bullying/sexual harassment at work?		9154		
Yes		2355	26%	-4
No		6799	74%	+4
Q13c. What action did you take after witnessing this bullying/sexual harassment?		2355		
Spoke about the matter to the person perceived to be the bully		533	23%	-2
Spoke about the matter to the person perceived to have been bullied		874	37%	-5 ↓
Reported the matter formally or informally		1170	50%	-2
Made a note of the occurrence but took no action		440	19%	-1
Took no action		251	11%	0
Other		216	9%	-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		68%	RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2021 SURVEY
	Q3d. People in my workgroup treat each other with respect	35	45	11			79%	+4	
	Q7f. Senior managers engage with employees at all levels of the organisation	17	34	22	15	11	52%	+3	
	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	38	50	8			88%	+3	
	Q3b. My workgroup always tries to improve its performance	34	47	12			81%	+1	
K	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	11	36	28	16	10	47%	+1	
	Q7d. Senior managers model the behaviours expected of employees	19	39	24	11	8	58%	+2	
	Q19a. Personal background is not a barrier to success in my organisation (e.g., cultural, age, disability, sexual)	22	47	19	9		68%	-2	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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

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		69%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY			
Job characteristics design and management	Q2b. My job allows me to use my skills, knowledge and abilities	34	52	7	86%	+3		
	Q2d. I clearly understand what I'm expected to do in my job	35	50	9	85%	+2		
	Q5f. My manager has talked to me about what I am doing well in my work	18	43	20	13	61%	+3	
	Q6b. My manager tells me about changes that affect me	27	46	14	8	73%	+1	
	Q6c. My manager involves me in decisions about my work	26	43	16	9	69%	0	
	K Q7i. My senior managers effectively lead and manage change	15	35	27	13	10	50%	-3
	Q9e. My agency does a good job of promoting health and wellbeing	16	38	27	13		54%	-
	K Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	14	46	20	14		60%	-4
	Q12j. In my organisation, improper conduct is not tolerated	21	41	23	10		63%	-6 ↓

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WORKPLACE INCLUSION AND WELLBEING



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WORKPLACE WELLBEING		69%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY		
Job characteristics design and management	Q14a. I receive adequate recognition for doing a good job	15	45	21	13	60%	0
	Q14b. I have the appropriate level of autonomy to do my job effectively	24	56	12	8	81%	+2
	Q18u. In my workplace, the physical environment is a barrier to my success	9	22	45	22	66%	0
Behaviours	Q3d. People in my workgroup treat each other with respect	35	45	11	9	79%	+4
	Q6i. My manager's behaviour at work is guided by the NTPS values	32	45	17	6	76%	+3
	Q6j. My manager encourages behaviours that are consistent with the NTPS values	32	45	16	7	77%	+2
	Q7d. Senior managers model the behaviours expected of employees	19	39	24	11	58%	+2

KEY

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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		59%					% POSITIVE	VARIANCE FROM 2021 SURVEY
K	Q8c. It is safe to speak up and challenge the way things are done in my organisation	12	36	24	16	12	49%	0
K	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	11	36	28	16	10	47%	+1
	Q9b. Senior managers think employees' wellbeing is important	23	42	20	9		65%	+4
	Q9c. There is an appropriate level of focus on safety at my workplace	23	49	16	8		72%	0
	Q19m. My workplace has a flexible approach to work	16	46	20	12		62%	+2

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

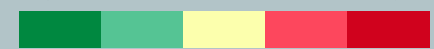


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



CAPABILITY



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
Q5a. I have a current performance agreement in place (e.g. My Plan, Capability Enhancement Plan, Workplace Participation Plan, or Plan Do Review)		9154		
Yes		5068	55%	0
No		3140	34%	+2
Not Sure		946	10%	-2
Q5b. I've received formal feedback on my performance		9154		
Yes		4718	52%	+2
No		4436	48%	-2
Q5c. I've received informal feedback on my performance		9154		
Yes		7052	77%	+2
No		2102	23%	-2

KEY



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

PERFORMANCE CONVERSATIONS	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY
Q5e. I receive regular and timely feedback from my manager	15	41	23	14	56%	+3
Q5f. My manager has talked to me about what I am doing well in my work	18	43	20	13	61%	+3
Q5g. My manager has talked to me about what I could do to improve my performance	12	38	28	16	49%	+2
Q5d. My work performance is assessed against clear criteria	12	41	29	14	53%	+2
Q4g. My manager discusses my career intentions with me	18	37	23	15	55%	+2

KEY

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CAPABILITY



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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
Q4a. During the past 12 months, have your learning and development needs been identified and agreed with your supervisor?		9154		
Yes		6518	71%	+1
No		2636	29%	-1
Q4b. In the past 12 months, have you done any learning and development activities?		9154		
Yes		6762	74%	+7
No		2392	26%	-7
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)?		6762		
Yes		4491	66%	-1
No		2271	34%	+1

KEY



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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

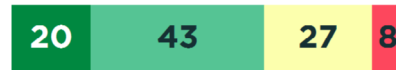
Q4f. My manager helps to develop my capability (work-related skills and knowledge)



65%

+2

Q4d. The learning and development I've done has helped me advance my career



63%

+3

Q4e. The learning and development I've done has helped me do my job better



83%

-1

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CAPABILITY



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

SKILLS UTILISATION	83%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY
Q2g. I believe the work I do is important		49 43	93%	0
Q2d. I clearly understand what I'm expected to do in my job		35 50 9	85%	+2
Q14b. I have the appropriate level of autonomy to do my job effectively		24 56 12	81%	+2
Q2b. My job allows me to use my skills, knowledge and abilities		34 52 7	86%	+3
Q6g. My manager enables the team to do its best		28 43 18	71%	+1

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INNOVATION



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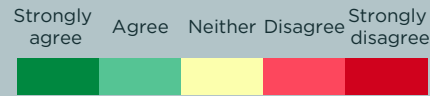
LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

AUTONOMY	84%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY
Q2d. I clearly understand what I'm expected to do in my job			85%	+2
Q14b. I have the appropriate level of autonomy to do my job effectively			81%	+2
Q2b. My job allows me to use my skills, knowledge and abilities			86%	+3

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.

CONTINUOUS IMPROVEMENT		62%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY
K	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	14	46	20	14	60%	-4	
	Q16b. I believe my organisation will take action as a result of this survey	9	31	38	13	9	40%	-3
	Q8a. I know what I need to do to make changes happen in my organisation	10	42	30	14	52%	-2	
	Q2c. I seek out opportunities to improve my day-to-day performance	38	53	7		91%	-1	
K	Q8c. It is safe to speak up and challenge the way things are done in my organisation	12	36	24	16	12	49%	0
K	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	11	36	28	16	10	47%	+1
	Q3b. My workgroup always tries to improve its performance	34	47	12		81%	+1	
	Q14c. There are opportunities to be innovative in my job	20	49	19	9	69%	-2	
	Q10b. My team acts on the feedback we receive from our clients/customers/stakeholders	18	54	20		72%	+2	

KEY

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QUALITY SERVICE DELIVERY



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

QUALITY SERVICE DELIVERY		66%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY
K	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	14	46	20	14	60%	-4	
	Q10e. In my organisation, we put the client/customer/stakeholder at the centre of everything we do	25	45	20	8	70%	-2	
	Q10c. In my organisation, earning and sustaining a high level of public trust is seen as important	33	49	13		83%	-2	
	Q10d. My organisation provides high-quality services to the Northern Territory community	29	48	15		77%	-2	
	Q3c. People in my workgroup use their time and resources efficiently	24	47	17	9	71%	+1	
	Q8f. There is good collaboration between my organisation and other agencies or organisations we work with	10	42	30	12	52%	-1	
	Q8e. There is good cooperation between teams across our organisation	11	40	25	17	50%	+1	

KEY **K** KEY DRIVER OF ENGAGEMENT QUESTION

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Strongly agree Agree Neither Disagree Strongly disagree



MANAGERS



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

VISION AND PURPOSE	89%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY
Q2g. I believe the work I do is important		<div style="display: flex; justify-content: space-between;"> 49 43 </div>	93%	0
Q2d. I clearly understand what I'm expected to do in my job		<div style="display: flex; justify-content: space-between;"> 35 50 9 </div>	85%	+2
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals		<div style="display: flex; justify-content: space-between;"> 38 50 8 </div>	88%	+3

KEY

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MANAGERS



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

COMMUNICATION	63%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY			
Q4g. My manager discusses my career intentions with me	18	37	23	15	7	55%	+2
Q6g. My manager enables the team to do its best	28	43	18			71%	+1
Q5f. My manager has talked to me about what I am doing well in my work	18	43	20	13		61%	+3
Q5g. My manager has talked to me about what I could do to improve my performance	12	38	28	16		49%	+2
Q6c. My manager involves me in decisions about my work	26	43	16	9		69%	0
Q6b. My manager tells me about changes that affect me	27	46	14	8		73%	+1

KEY

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MANAGERS



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

INTEGRITY AND ACCOUNTABILITY	70%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY			
Q12d. I would be confident to approach my manager to discuss concerns or grievances	33	46	9	79%	+2		
Q6d. My manager is objective when making decisions	25	44	20	68%	0		
Q6j. My manager encourages behaviours that are consistent with the NTPS values	32	45	16	77%	+2		
Q6e. My manager is an effective decision maker	28	42	18	70%	+1		
Q6a. My manager listens to what I have to say	32	46	12	78%	+1		
Q6f. My manager thinks avoiding conflicts of interest is important	30	40	22	70%	0		
Q6h. My manager appropriately deals with employees who perform poorly	14	30	35	12	8	45%	0

KEY

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SENIOR MANAGERS



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

VISION AND PURPOSE		63%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY
	Q8b. I believe in the purpose and objectives of my organisation	24	56	16			79%	-1
	Q7c. The senior management team has a clear vision for the future of the organisation	18	37	28	10		55%	-1
K	Q7b. Senior managers provide clear strategy and direction	18	38	24	12	8	56%	+1

KEY

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SENIOR MANAGERS



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

COMMUNICATION	51%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY
Q7h. Communications about change from senior managers are timely		14 36 27 14 9	50%	+2
Q7f. Senior managers engage with employees at all levels of the organisation		17 34 22 15 11	52%	+3
Q7g. Senior managers keep employees informed about what's going on		15 38 24 15 8	53%	+3
Q7e. The senior managers in my organisation make timely decisions		15 34 28 14 9	49%	+1

KEY

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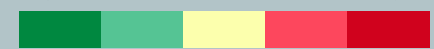


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



SENIOR MANAGERS



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.

INTEGRITY AND ACCOUNTABILITY		63%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY
K	Q7a. I'm confident that my senior managers have the appropriate capabilities and skills to lead my organisation	23	40	20	10	7	63%	0
	Q7d. Senior managers model the behaviours expected of employees	19	39	24	11	8	58%	+2
	Q12k. In my organisation, behaving impartially is important	23	47	22			70%	+3
	Q12j. In my organisation, improper conduct is not tolerated	21	41	23	10		63%	-6 ↓

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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

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

GOVERNANCE



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

		RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2021 SURVEY
Change Management	K Q7i. My senior managers effectively lead and manage change	15	35	27	13	10	50%	-3
	Q6b. My manager tells me about changes that affect me	27	46	14	8		73%	+1
Code of Conduct	Q12g. My behaviour at work is guided by the code of conduct	40	53				93%	+2
	Q12h. My manager's behaviour at work is guided by the code of conduct	34	49	12			83%	+2
Merit	Q11a. People recruited to my organisation seem to have the right skills for the job	10	43	27	15		52%	-1
	Q11b. Recruitment and promotion decisions in my workplace are based on merit	13	37	26	14	11	49%	+2
NTPS Values	Q2a. My behaviour at work is guided by the NTPS values	39	49	10			87%	+3
	Q6i. My manager's behaviour at work is guided by the NTPS values	32	45	17			76%	+3
WHS	Q9c. There is an appropriate level of focus on safety at my workplace	23	49	16	8		72%	0

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GOVERNANCE



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

ORGANISATIONAL ACCOUNTABILITY	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY
Q12a. I am aware of my obligations under the NTPS Code of Conduct (or the code of conduct that applies to you)		9154		
Yes		9010	98%	+1
No		144	2%	-1

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

ORGANISATIONAL ACCOUNTABILITY	64%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY			
Q12d. I would be confident to approach my manager to discuss concerns or grievances	33	46	9	79%	+2		
Q12i. In my organisation, avoiding conflict of interest is seen as important	29	47	17	76%	+3		
Q12j. In my organisation, improper conduct is not tolerated	21	41	23	10	63%	-6 ↓	
Q3c. People in my workgroup use their time and resources efficiently	24	47	17	9	71%	+1	
Q11b. Recruitment and promotion decisions in my workplace are based on merit	13	37	26	14	11	49%	+2
Q12e. I am confident that I would be protected from reprisal for reporting improper conduct	20	38	22	12	8	58%	-1
Q12f. I am confident that if I reported improper conduct in my organisation, it would be investigated in a thorough and objective way	15	37	27	12	8	52%	-2

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

GOVERNANCE



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ORGANISATIONAL ACCOUNTABILITY	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY
Q12b. I have witnessed improper conduct		9154		
Yes		3157	34%	+1
No		5997	66%	-1
Q12c. I know what to do to report improper conduct in my organisation		9154		
Yes		8312	91%	+3
No		842	9%	-3

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TAKING ACTION



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

TAKING ACTION	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	
Q16a. I believe my organisation took appropriate action from the last People Matter survey	22	52	12	8	29%	-	
Q16b. I believe my organisation will take action as a result of this survey	9	31	38	13	9	40%	-3

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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

