



NT PEOPLE MATTER SURVEY 2023

Department of Education

RESPONSE RATE:

24%

RESPONSES:

1235
of 5167*

*5167 is a headcount of paid and unpaid staff. Unpaid staff are not usually included in this survey. The actual headcount of paid staff at the time of the survey was 4748 which means the response rate is 26%.

YOUR EMPLOYEE ENGAGEMENT SCORE:

66%



VARIANCE from 2021 SURVEY: ↓ -6

VARIANCE from NTPS: +2

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

YOUR EMPLOYEE SATISFACTION SCORE:

73%



VARIANCE from 2021 SURVEY: ↓ -6

VARIANCE from NTPS: +3



WHAT NOW?

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

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

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



EEO GROUP ENGAGEMENT SCORES:

ENGAGEMENT SCORES

ATSI - Yes

67%

DISABILITY - Yes

57%

AGE - 55+ YRS

65%



HIGHEST SCORING QUESTIONS:

% POSITIVE

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

95%

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

94%

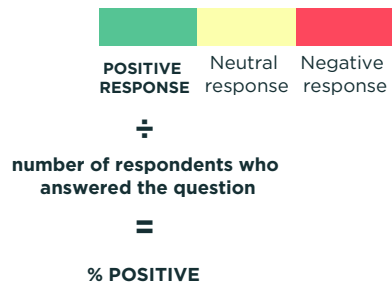
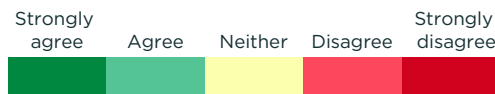
Q2g. I believe the work I do is important

94%

GUIDE TO THIS REPORT

% POSITIVE

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



ROUNDING

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

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

ANONYMITY

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

COMPARISONS TO COMPARATOR GROUP

WITHIN THIS REPORT A COMPARISON AGAINST COMPARATOR GROUP REFERS TO SERVICE DELIVERY (PUBLIC FACING)

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

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



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



Q2g. I believe the work I do is important



Q2e. I contribute to my workplace outside of the requirements of my job description



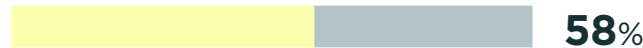
Q2a. My behaviour at work is guided by the NTPS values



HIGHEST NEUTRAL SCORING QUESTIONS

% NEUTRAL

Q16a. I believe my organisation took appropriate action from the last People Matter survey



Q16b. I believe my organisation will take action as a result of this survey



Q6h. My manager appropriately deals with employees who perform poorly



Q20d. One on one mentoring provided externally is a professional development that is relevant to me in my role within the Department of Education



Q8f. There is good collaboration between my organisation and other agencies or organisations we work with



HIGHEST NEGATIVE SCORING QUESTIONS

% NEGATIVE

Q8c. It is safe to speak up and challenge the way things are done in my organisation



Q20h. I have experienced, or been vicariously exposed to the psychological impacts of violence and aggression



Q20i. On commencement of your role within Department of Education was your induction sufficient to undertake your role effectively



Q20f. In the past 12 months, I have experienced occupational violence and aggression in my workplace



Q8d. My organisation fairly considers recommendations from staff about how we could operate better



FIND YOUR HIGHEST SCORES

THESE QUESTIONS ARE YOUR HIGHEST SCORING.

- WHAT ARE EMPLOYEES MOST POSITIVE ABOUT? (STRENGTHS)

- WHAT ARE EMPLOYEES MOST NEUTRAL ABOUT? WHERE A LOT OF EMPLOYEES ARE RESPONDING 'NEITHER AGREE NOR DISAGREE' (% NEUTRAL), THIS MAY INDICATE MIXED VIEWS OR INCONSISTENT EXPERIENCES. (AREAS OF POTENTIAL)

- WHAT ARE EMPLOYEES MOST NEGATIVE ABOUT? (AREAS OF CONCERN)

EMPLOYEE ENGAGEMENT INDEX



HOW ENGAGED IS YOUR TEAM?

THESE RESULTS PROVIDE A MEASURE OF ENGAGEMENT FOR YOUR TEAM. YOUR ENGAGEMENT SCORE ISN'T JUST ABOUT HOW MUCH PEOPLE LIKE WORKING FOR YOU. IT ALSO MEASURES THE EMOTIONAL CONNECTION AND COMMITMENT COLLEAGUES HAVE TO WORKING FOR THE ORGANISATION.

THERE'S A LOT OF EVIDENCE TO SHOW A STRONG LINK BETWEEN ENGAGED COLLEAGUES AND IMPROVED BUSINESS PERFORMANCE.

EMPLOYEE ENGAGEMENT		66%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
SAY	Q15a. I would recommend my organisation as a great place to work	19	42	22	11	62%	-9 ↓	+7 ↑	+1
	Q15b. I am proud to tell others I work for my organisation	23	45	22		68%	-10 ↓	+5 ↑	+2
STAY	Q15c. I feel a strong personal attachment to my organisation	21	41	26	8	62%	-10 ↓	+6 ↑	+7 ↑
STRIVE	Q15d. My organisation motivates me to help it achieve its objectives	16	42	28	10	58%	-11 ↓	+7 ↑	+4
	Q15e. My organisation inspires me to do the best in my job	17	41	27	10	59%	-9 ↓	+8 ↑	+5 ↑

KEY

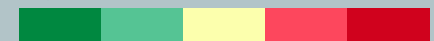


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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

VARIANCE FROM COMPARATOR GROUP

VARIANCE FROM NTPS

		% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
.1	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	45%	-11 ↓	+2	-2
.2	Q8c. It is safe to speak up and challenge the way things are done in my organisation	45%	-9 ↓	+1	-4
.3	Q7i. My senior managers effectively lead and manage change	52%	-12 ↓	+7 ↑	+2
.4	Q9e. My agency does a good job of promoting health and wellbeing	48%	-	-1	-6 ↓
.5	Q7a. I'm confident that my senior managers have the appropriate capabilities and skills to lead my organisation	62%	-13 ↓	+4	-1
.6	Q9b. Senior managers think employees' wellbeing is important	65%	-7 ↓	+5 ↑	0

EMPLOYEE SATISFACTION INDEX



HOW SATISFIED IS YOUR TEAM?

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

EMPLOYEE SATISFACTION	73%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
Q14a. I receive adequate recognition for doing a good job	17	46	19	11	64%	-6 ↓	+7 ↑	+4
Q14b. I have the appropriate level of autonomy to do my job effectively	26	55	10		81%	-3	+2	+1
Q14c. There are opportunities to be innovative in my job	25	53	12		78%	-6 ↓	+10 ↑	+9 ↑
Q14d. Overall, I am satisfied with my job	25	51	13		76%	-7 ↓	+6 ↑	+4
Q14e. Overall, I am satisfied with my organisation as an employer	18	47	19	10	65%	-11 ↓	+5 ↑	0

KEY

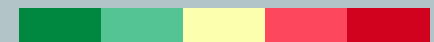


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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		73%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
Motivation	Q2g. I believe the work I do is important	60	34		94%	-3	0	+1	
	Q15d. My organisation motivates me to help it achieve its objectives	16	42	28	10	58%	-11↓	+7↑	+4
Purpose	Q8b. I believe in the purpose and objectives of my organisation	27	54	14		81%	-7↓	+2	+1
	Q15e. My organisation inspires me to do the best in my job	17	41	27	10	59%	-9↓	+8↑	+5↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

EMPLOYEE EXPERIENCE



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

BELONGING		70%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Accepted	Q15c. I feel a strong personal attachment to my organisation	21	41	26	8	62%	-10 ↓	+6 ↑	+7 ↑	
	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	36	50	9		86%	-2	-1	-2	
Included	Q5f. My manager has talked to me about what I am doing well in my work	21	45	17	11	66%	+1	+9 ↑	+5 ↑	
	Q5g. My manager has talked to me about what I could do to improve my performance	14	40	25	15	54%	-2	+8 ↑	+4	
	Q6c. My manager involves me in decisions about my work	28	43	14	9	71%	-2	+5 ↑	+2	
	Q6b. My manager tells me about changes that affect me	30	45	12	8	74%	-4	+4	+1	
Respected	Q14a. I receive adequate recognition for doing a good job	17	46	19	11	64%	-6 ↓	+7 ↑	+4	
	Q3d. People in my workgroup treat each other with respect	40	41	10		81%	-3	+4	+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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THESE PAGES SHOW EVERY QUESTION ASKED IN THE SURVEY AND THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE).

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

RECOGNITION	63%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2e. I contribute to my workplace outside of the requirements of my job description	54	37 8	91%	-3	+3	+4
Q14a. I receive adequate recognition for doing a good job	17	46 19 11	64%	-6 ↓	+7 ↑	+4
Q2f. I get adequate recognition for the contributions I make outside of my job description	15	38 24 15 8	54%	-3	+8 ↑	+4
Q6h. My manager appropriately deals with employees who perform poorly	14	28 38 12 8	42%	-7 ↓	-1	-2

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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

Strongly agree (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	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	17	43	23	12	60%	-7 ↓	+3	-4	
	Q9a. My manager thinks employees' wellbeing is important	41	40	10	7	81%	-1	+4	+1	
K	Q9b. Senior managers think employees' wellbeing is important	24	41	20	8	65%	-7 ↓	+5 ↑	0	
	Q3d. People in my workgroup treat each other with respect	40	41	10	7	81%	-3	+4	+1	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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

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

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		1235				
Strongly agree		268	22%	-	0	+5
Agree		294	24%	-	-2	0
Neither agree nor disagree		317	26%	-	0	-2
Disagree		281	23%	-	+1	-2
Strongly disagree		75	6%	-	+1	0
Q9g. How often do you find work stressful		1235				
Always		122	10%	-	0	+2
Often		422	34%	-	-1	+3
Sometimes		536	43%	-	0	-3
Rarely		140	11%	-	0	-2
Never		15	1%	-	0	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;"> 41 35 13 8 </div>	76%	+3	+3	-1

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree

Agree

Neither

Disagree

Strongly disagree

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

THESE RESULTS ARE PRODUCED USING A RANGE OF BEHAVIOURS THAT RESPONDENTS CAN SELECT IN THE SURVEY. RESULTS INCLUDE ALL INSTANCES FOR THE CATEGORY. FOR EXAMPLE, IF AN EMPLOYEE SELECTED ONE BULLYING BEHAVIOUR AND ONE SEXUAL HARASSMENT BEHAVIOUR, THEY WILL BE COUNTED IN EACH CATEGORY'S TOTAL. AS MULTIPLE ANSWERS CAN BE SELECTED IN THIS RESPONSE, THE PERCENTAGE WILL NOT EQUAL 100%.

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13d. Experienced bullying / physical abuse / sexual harassment in the past 12 months		1235				
Experienced Bullying (all instances)		334	27%	+3	-4	+2
Experienced Physical Abuse (all instances)		13	1%	-	0	0
Experienced Sexual Harassment (all instances)		48	4%	0	-3	-2
No		800	65%	-4	+5	0
Prefer not to say		91	7%	0	-1	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

THE RESULTS FOR Q13E ARE PRODUCED BY GROUPING THE INDIVIDUAL RESPONSES TO THIS QUESTION INTO INTERNAL AND EXTERNAL GROUPS OF PEOPLE. FOR EXAMPLE, A CLIENT/CUSTOMER; MEMBER OF THE PUBLIC; CONSULTANT/SERVICE PROVIDER; AND REPRESENTATIVE OF ANOTHER ORGANISATION ARE ALL INCLUDED IN THE EXTERNAL RESULTS. MULTIPLE ANSWERS CAN BE SELECTED (I.E. A CLIENT/CUSTOMER, AS WELL AS A COLLEAGUE), THE PERCENTAGE WILL NOT EQUAL 100%.

BULLYING	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13e. Who bullied you?		334				
Internal people (all instances)		281	84%	-1	-3	-5
External people (all instances)		84	25%	0	+1	+4
Q13f. Have you made a formal complaint about the bullying incident?		334				
Yes		79	24%	+7	+1	+3
No		255	76%	-7	-1	-3

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?		79				
Yes		19	24%	-9 ⬇	-2	-1
No		44	56%	+5 ⬆	0	-2
Don't Know		16	20%	+3	+2	+2
Q13i. Did the bullying cause you to take time off work?		334				
Yes		115	34%	+1	+4	+4
No		219	66%	-1	-4	-4

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?		13				
Internal people (all instances)		2	15%	-	+5	+3
External people (all instances)		11	85%	-	-7	-6
Q13k. Have you made a formal complaint about the physical abuse?		13				
Yes		8	62%	-	+2	+1
No		5	38%	-	-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.

PHYSICAL ABUSE	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13i. If you made a formal complaint, were you satisfied with the way it was handled?		8				
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?		13				
Yes		4	31%	-	+9	+7
No		9	69%	-	-9	-7

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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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?		48				
Internal people (all instances)		32	67%	-16 ↓	+5 ↑	-2
External people (all instances)		16	33%	+3	-8 ↓	-2
Q13p. Have you made a formal complaint about the sexual harassment?		48				
Yes		5	10%	-11 ↓	-2	-1
No		43	90%	+11 ↑	+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

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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?		5				
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?		48				
Yes		6	13%	-18 ↓	+4	+3
No		42	88%	+18 ↑	-4	-3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

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

WITNESSED BULLYING / SEXUAL HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13b. In the past 12 months, have you witnessed bullying/sexual harassment at work?		1235				
Yes		326	26%	+2	-4	+1
No		909	74%	-2	+4	-1
Q13c. What action did you take after witnessing this bullying/sexual harassment?		326				
Spoke about the matter to the person perceived to be the bully		76	23%	-1	0	+1
Spoke about the matter to the person perceived to have been bullied		139	43%	+3	+4	+6
Reported the matter formally or informally		172	53%	-4	+1	+3
Made a note of the occurrence but took no action		57	17%	-3	-2	-1
Took no action		24	7%	-4	-2	-3
Other		32	10%	0	+1	+1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WORKPLACE INCLUSION AND WELLBEING



EXPLORE THE FULL RESULTS

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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 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		69%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
	Q3d. People in my workgroup treat each other with respect	40	41	10		81%	-3	+4	+1	
	Q7f. Senior managers engage with employees at all levels of the organisation	19	34	21	16	10	53%	-7↓	+7↑	+2
	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	36	50	9		86%	-2	-1	-2	
	Q3b. My workgroup always tries to improve its performance	37	48	10		84%	-5↓	+5↑	+3	
K	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	11	33	29	17	10	45%	-11↓	+2	-2
	Q7d. Senior managers model the behaviours expected of employees	21	39	23	9	8	60%	-8↓	+8↑	+2
	Q19a. Personal background is not a barrier to success in my organisation (e.g., cultural, age, disability, sexual)	24	48	16	8		72%	-3	+6↑	+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

WORKPLACE INCLUSION AND WELLBEING



EXPLORE THE FULL RESULTS

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

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

WORKPLACE WELLBEING		70%	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	40	47	87%	-3	+1	+1
	Q2d. I clearly understand what I'm expected to do in my job	37	47	85%	-4	-1	-1
	Q5f. My manager has talked to me about what I am doing well in my work	21	45	66%	+1	+9 ↑	+5 ↑
	Q6b. My manager tells me about changes that affect me	30	45	74%	-4	+4	+1
	Q6c. My manager involves me in decisions about my work	28	43	71%	-2	+5 ↑	+2
	K Q7i. My senior managers effectively lead and manage change	16	36	52%	-12 ↓	+7 ↑	+2
	K Q9e. My agency does a good job of promoting health and wellbeing	13	35	48%	-	-1	-6 ↓
	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	14	45	60%	-11 ↓	+4	0
	Q12j. In my organisation, improper conduct is not tolerated	20	40	60%	-15 ↓	+3	-3

KEY

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Strongly agree Agree Neither Disagree Strongly disagree

WORKPLACE INCLUSION AND WELLBEING



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WORKPLACE WELLBEING		70%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Job characteristics design and management	Q14a. I receive adequate recognition for doing a good job	17	46	19	11	64%	-6 ↓	+7 ↑	+4	
	Q14b. I have the appropriate level of autonomy to do my job effectively	26	55	10		81%	-3	+2	+1	
	Q18u. In my workplace, the physical environment is a barrier to my success	9	18	45	25	70%	+1	+7 ↑	+4	
Behaviours	Q3d. People in my workgroup treat each other with respect	40	41	10		81%	-3	+4	+1	
	Q6i. My manager's behaviour at work is guided by the NTPS values	36	42	17		78%	-1	+5 ↑	+1	
	Q6j. My manager encourages behaviours that are consistent with the NTPS values	36	43	15		79%	-2	+4	+1	
	Q7d. Senior managers model the behaviours expected of employees	21	39	23	9	60%	-8 ↓	+8 ↑	+2	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

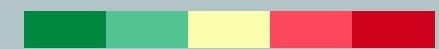


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



WORKPLACE INCLUSION AND WELLBEING



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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		56%	RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
K	Q8c. It is safe to speak up and challenge the way things are done in my organisation	13	33	25	18	12	45%	-9↓	+1	-4	
K	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	11	33	29	17	10	45%	-11↓	+2	-2	
K	Q9b. Senior managers think employees' wellbeing is important	24	41	20	8	7	65%	-7↓	+5↑	0	
	Q9c. There is an appropriate level of focus on safety at my workplace	21	48	17	9		69%	-8↓	+2	-3	
	Q19m. My workplace has a flexible approach to work	13	42	24	14	8	55%	-2	-1	-7↓	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

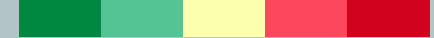


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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



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)		1235				
Yes		712	58%	+2	+11	+2
No		383	31%	+2	-11	-3
Not Sure		140	11%	-4	0	+1
Q5b. I've received formal feedback on my performance		1235				
Yes		603	49%	-3	+7	-3
No		632	51%	+3	-7	+3
Q5c. I've received informal feedback on my performance		1235				
Yes		1003	81%	-1	+8	+4
No		232	19%	+1	-8	-4

KEY



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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

CAPABILITY



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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	16	42	23	13	58%	-1	+8 ↑	+2
Q5f. My manager has talked to me about what I am doing well in my work	21	45	17	11	66%	+1	+9 ↑	+5 ↑
Q5g. My manager has talked to me about what I could do to improve my performance	14	40	25	15	54%	-2	+8 ↑	+4
Q5d. My work performance is assessed against clear criteria	14	41	27	13	55%	-2	+8 ↑	+3
Q4g. My manager discusses my career intentions with me	20	37	22	15	57%	-2	+5 ↑	+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 (Dark Green) | Agree (Light Green) | Neither (Yellow) | Disagree (Pink) | Strongly disagree (Red)

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?		1235				
Yes		924	75%	-2	+9	+4
No		311	25%	+2	-9	-4
Q4b. In the past 12 months, have you done any learning and development activities?		1235				
Yes		1043	84%	-1	+9	+11
No		192	16%	+1	-9	-11
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)?		1043				
Yes		749	72%	+1	+9	+5
No		294	28%	-1	-9	-5

KEY



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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

CAPABILITY



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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)	26	44	16	9	69%	-3	+7	+4
Q4d. The learning and development I've done has helped me advance my career	20	40	28	10	60%	-3	-4	-3
Q4e. The learning and development I've done has helped me do my job better	28	55	13		83%	-5	-2	0

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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CAPABILITY



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

SKILLS UTILISATION	84%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2g. I believe the work I do is important	60	34	94%	-3	0	+1
Q2d. I clearly understand what I'm expected to do in my job	37	47	85%	-4	-1	-1
Q14b. I have the appropriate level of autonomy to do my job effectively	26	55	81%	-3	+2	+1
Q2b. My job allows me to use my skills, knowledge and abilities	40	47	87%	-3	+1	+1
Q6g. My manager enables the team to do its best	30	43	73%	-4	+4	+1

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)

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	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2d. I clearly understand what I'm expected to do in my job			85%	-4	-1	-1
Q14b. I have the appropriate level of autonomy to do my job effectively			81%	-3	+2	+1
Q2b. My job allows me to use my skills, knowledge and abilities			87%	-3	+1	+1

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

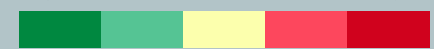


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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INNOVATION



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CONTINUOUS IMPROVEMENT		63%	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	14	45	19	16		60%	-11↓	+4	0
	Q16b. I believe my organisation will take action as a result of this survey	8	28	43	13	9	35%	-18↓	+2	-5↓
	Q8a. I know what I need to do to make changes happen in my organisation	11	41	29	16		52%	-8↓	+2	0
	Q2c. I seek out opportunities to improve my day-to-day performance	42	52				94%	-2	+2	+3
K	Q8c. It is safe to speak up and challenge the way things are done in my organisation	13	33	25	18	12	45%	-9↓	+1	-4
K	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	11	33	29	17	10	45%	-11↓	+2	-2
	Q3b. My workgroup always tries to improve its performance	37	48	10			84%	-5↓	+5↑	+3
	Q14c. There are opportunities to be innovative in my job	25	53	12			78%	-6↓	+10↑	+9↑
	Q10b. My team acts on the feedback we receive from our clients/customers/stakeholders	21	54	17			75%	-4	+5↑	+3

KEY	K KEY DRIVER OF ENGAGEMENT QUESTION	↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	Strongly agree	Agree	Neither	Disagree	Strongly disagree
		↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR					

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	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	14	45	19	16	60%	-11↓	+4	0	
Q10e. In my organisation, we put the client/customer/stakeholder at the centre of everything we do	30	42	15	9	72%	-8↓	+3	+2	
Q10c. In my organisation, earning and sustaining a high level of public trust is seen as important	33	49	13		82%	-7↓	0	-1	
Q10d. My organisation provides high-quality services to the Northern Territory community	26	48	17		74%	-9↓	+1	-3	
Q3c. People in my workgroup use their time and resources efficiently	27	48	15	7	75%	-4	+5↑	+4	
Q8f. There is good collaboration between my organisation and other agencies or organisations we work with	10	38	33	13	48%	-11↓	-1	-4	
Q8e. There is good cooperation between teams across our organisation	11	40	27	15	7	51%	-7↓	+4	+1

KEY

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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	88%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2g. I believe the work I do is important		<div style="display: flex; justify-content: space-between;"> 60 34 </div>	94%	-3	0	+1
Q2d. I clearly understand what I'm expected to do in my job		<div style="display: flex; justify-content: space-between;"> 37 47 9 </div>	85%	-4	-1	-1
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;"> 36 50 9 </div>	86%	-2	-1	-2

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

MANAGERS



EXPLORE THE FULL RESULTS

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

COMMUNICATION	66%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS			
Q4g. My manager discusses my career intentions with me	20	37	22	15	7	57%	-2	+5 ↑	+2
Q6g. My manager enables the team to do its best	30	43	16			73%	-4	+4	+1
Q5f. My manager has talked to me about what I am doing well in my work	21	45	17	11		66%	+1	+9 ↑	+5 ↑
Q5g. My manager has talked to me about what I could do to improve my performance	14	40	25	15		54%	-2	+8 ↑	+4
Q6c. My manager involves me in decisions about my work	28	43	14	9		71%	-2	+5 ↑	+2
Q6b. My manager tells me about changes that affect me	30	45	12	8		74%	-4	+4	+1

KEY

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

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	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS			
Q12d. I would be confident to approach my manager to discuss concerns or grievances	36	43	8	7	79%	-2	+3	0	
Q6d. My manager is objective when making decisions	27	43	17	8	70%	-4	+5	+2	
Q6j. My manager encourages behaviours that are consistent with the NTPS values	36	43	15		79%	-2	+4	+1	
Q6e. My manager is an effective decision maker	30	41	17		71%	-5	+3	0	
Q6a. My manager listens to what I have to say	35	44	10		79%	-4	+4	+1	
Q6f. My manager thinks avoiding conflicts of interest is important	30	39	22		69%	-3	+3	-1	
Q6h. My manager appropriately deals with employees who perform poorly	14	28	38	12	8	42%	-7	-1	-2

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	67%	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	27	54	14	81%	-7 ↓	+2	+1		
Q7c. The senior management team has a clear vision for the future of the organisation	21	40	24	9	60%	-11 ↓	+10 ↑	+5 ↑	
Q7b. Senior managers provide clear strategy and direction	20	40	22	11	8	59%	-10 ↓	+8 ↑	+3

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SENIOR MANAGERS



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COMMUNICATION	52%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS			
Q7h. Communications about change from senior managers are timely	15	35	28	13	9	50%	-9 ↓	+6 ↑	0
Q7f. Senior managers engage with employees at all levels of the organisation	19	34	21	16	10	53%	-7 ↓	+7 ↑	+2
Q7g. Senior managers keep employees informed about what's going on	17	36	23	16	7	54%	-8 ↓	+6 ↑	+1
Q7e. The senior managers in my organisation make timely decisions	15	34	27	14	9	50%	-11 ↓	+6 ↑	+1

KEY

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SENIOR MANAGERS



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INTEGRITY AND ACCOUNTABILITY		62%	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	24	38	21	10	8	62%	-13 ↓	+4	-1
	Q7d. Senior managers model the behaviours expected of employees	21	39	23	9	8	60%	-8 ↓	+8 ↑	+2
	Q12k. In my organisation, behaving impartially is important	21	46	24			67%	-2	+1	-3
	Q12j. In my organisation, improper conduct is not tolerated	20	40	26	11		60%	-15 ↓	+3	-3

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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	16	36	26	12	10	52%	-12 ↓	+7 ↑	+2
	Q6b. My manager tells me about changes that affect me	30	45	12	8		74%	-4	+4	+1
Code of Conduct	Q12g. My behaviour at work is guided by the code of conduct	45	50				95%	+2	+3	+2
	Q12h. My manager's behaviour at work is guided by the code of conduct	39	46	11			84%	-2	+3	+1
Merit	Q11a. People recruited to my organisation seem to have the right skills for the job	9	47	24	14		56%	-8 ↓	+8 ↑	+3
	Q11b. Recruitment and promotion decisions in my workplace are based on merit	13	39	26	13	9	52%	-5 ↓	+7 ↑	+2
NTPS Values	Q2a. My behaviour at work is guided by the NTPS values	42	47	9			89%	+5 ↑	+3	+2
	Q6i. My manager's behaviour at work is guided by the NTPS values	36	42	17			78%	-1	+5 ↑	+1
WHS	Q9c. There is an appropriate level of focus on safety at my workplace	21	48	17	9		69%	-8 ↓	+2	-3

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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)		1235				
Yes		1215	98%	+1	+1	0
No		20	2%	-1	-1	0

KEY

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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	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS			
Q12d. I would be confident to approach my manager to discuss concerns or grievances	36	43	8	7	79%	-2	+3	0	
Q12i. In my organisation, avoiding conflict of interest is seen as important	27	46	19		73%	0	+1	-3	
Q12j. In my organisation, improper conduct is not tolerated	20	40	26	11	60%	-15 ↓	+3	-3	
Q3c. People in my workgroup use their time and resources efficiently	27	48	15	7	75%	-4	+5 ↑	+4	
Q11b. Recruitment and promotion decisions in my workplace are based on merit	13	39	26	13	9	52%	-5 ↓	+7 ↑	+2
Q12e. I am confident that I would be protected from reprisal for reporting improper conduct	22	37	22	12	8	58%	-10 ↓	+4	0
Q12f. I am confident that if I reported improper conduct in my organisation, it would be investigated in a thorough and objective way	16	36	27	14	7	51%	-12 ↓	+4	-1

KEY

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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
Q12b. I have witnessed improper conduct		1235				
Yes		408	33%	+5	-8	-1
No		827	67%	-5	+8	+1
Q12c. I know what to do to report improper conduct in my organisation		1235				
Yes		1070	87%	+2	-2	-4
No		165	13%	-2	+2	+4

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	18	58	12	7		23%	-	0	-6 ↓
Q16b. I believe my organisation will take action as a result of this survey	8	28	43	13	9	35%	-18 ↓	+2	-5 ↓

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DEPARTMENT OF EDUCATION 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. On the Job Mentoring is a professional development that is relevant to me in my role within the Department of Education		72%	-	0	0
Q20b. Online training is a professional development that is relevant to me in my role within the Department of Education		76%	-	0	0
Q20c. Face to Face Training is a professional development that is relevant to me in my role within the Department of Education		81%	-	0	0
Q20d. One on one mentoring provided externally is a professional development that is relevant to me in my role within the Department of Education		49%	-	0	0
Q20e. My School / Team effectively utilises my skills and expertise in undertaking my employment role		67%	-	0	0
Q20f. In the past 12 months, I have experienced occupational violence and aggression in my workplace		64%	-	0	0
Q20g. I have experienced, or been vicariously exposed to the physical impacts of violence and aggression		66%	-	0	0
Q20h. I have experienced, or been vicariously exposed to the psychological impacts of violence and aggression		62%	-	0	0
Q20i. On commencement of your role within Department of Education was your induction sufficient to undertake your role effectively		44%	-	0	0

KEY

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