



NT PEOPLE MATTER SURVEY 2023

Department of the Chief Minister and Cabinet

RESPONSE
RATE:

71%

RESPONSES:

256
of 359

YOUR EMPLOYEE ENGAGEMENT SCORE:



70%

VARIANCE from 2021 SURVEY: +1

VARIANCE from NTPS: +6

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:



77%

VARIANCE from 2021 SURVEY: +4

VARIANCE from NTPS: +8



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

71%

DISABILITY - Yes

77%

AGE - 55+ YRS

67%



HIGHEST SCORING QUESTIONS:

% POSITIVE

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

96%

Q2g. I believe the work I do is important

94%

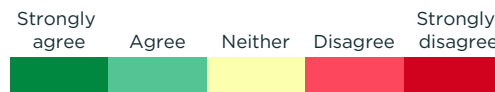
Q2c. I seek out opportunities to improve my day-to-day performance

92%

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.



$$\begin{array}{c}
 \text{Strongly agree} + \text{Agree} \\
 \hline
 \text{number of respondents who answered the question} \\
 \hline
 \text{\% POSITIVE}
 \end{array}$$

POSITIVE RESPONSE

Neutral response

Negative response

ROUNDING

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

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

ANONYMITY

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

COMPARISONS TO COMPARATOR GROUP

WITHIN THIS REPORT A COMPARISON AGAINST COMPARATOR GROUP REFERS TO CENTRAL AGENCY

DEFINITIONS

RESTRICTED - INDICATES A GROUP WITH LESS THAN 10 RESPONDENTS

'-' - INDICATES DATA NOT AVAILABLE

TIPS & SUGGESTIONS

01.

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

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



UNDERSTANDING YOUR REPORT AND GETTING TO ACTION!

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

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

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

ARE THERE ANY SCORES THAT ARE UNEXPECTED?

Identify areas that need improvement.

02.

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

03.

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

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

04.

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

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

05.

Some actions may be 'quick wins' and short term. However, in most instances, you will need to think longer term.

What do you want employees to be saying about their working lives in the future?
















What should be put in place to achieve this?

The 'All questions' pages show every question asked in the survey and the proportion of colleagues responding positively (strongly agree + agree), neutrally (neither agree nor disagree) or negatively (disagree + strongly disagree). Look at how your positive score compares to your parent unit, and your last survey's results.

Is there room for improvement?

06.

HEADLINE SCORES

HIGHEST POSITIVE SCORING QUESTIONS	% POSITIVE	HIGHEST NEUTRAL SCORING QUESTIONS	% NEUTRAL	HIGHEST NEGATIVE SCORING QUESTIONS	% NEGATIVE
Q12g. My behaviour at work is guided by the code of conduct	 96%	Q16a. I believe my organisation took appropriate action from the last People Matter survey	 44%	Q8e. There is good cooperation between teams across our organisation	 19%
Q2g. I believe the work I do is important	 94%	Q6h. My manager appropriately deals with employees who perform poorly	 32%	Q7f. Senior managers engage with employees at all levels of the organisation	 18%
Q2c. I seek out opportunities to improve my day-to-day performance	 92%	Q16b. I believe my organisation will take action as a result of this survey	 32%	Q6h. My manager appropriately deals with employees who perform poorly	 16%
Q2a. My behaviour at work is guided by the NTPS values	 91%	Q15c. I feel a strong personal attachment to my organisation	 31%	Q7g. Senior managers keep employees informed about what's going on	 16%
Q2e. I contribute to my workplace outside of the requirements of my job description	 89%	Q8a. I know what I need to do to make changes happen in my organisation	 30%	Q7h. Communications about change from senior managers are timely	 16%



FIND YOUR HIGHEST SCORES

THESE QUESTIONS ARE YOUR HIGHEST SCORING.

- WHAT ARE EMPLOYEES MOST POSITIVE ABOUT?
(STRENGTHS)

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

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

EMPLOYEE ENGAGEMENT INDEX



HOW ENGAGED IS YOUR TEAM?

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

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

EMPLOYEE ENGAGEMENT				70%	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	25	48	20		73%	+4	+8 ↑	+13 ↑
	Q15b. I am proud to tell others I work for my organisation	29	46	19		75%	0	+8 ↑	+9 ↑
STAY	Q15c. I feel a strong personal attachment to my organisation	22	36	31	7	58%	+3	+6 ↑	+3
STRIVE	Q15d. My organisation motivates me to help it achieve its objectives	20	45	26		65%	+4	+8 ↑	+10 ↑
	Q15e. My organisation inspires me to do the best in my job	23	43	27		65%	+3	+9 ↑	+11 ↑

KEY

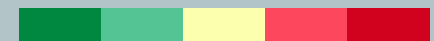


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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

.1

Q10d. My organisation provides high-quality services to the Northern Territory community

79%

-4

+1

+2

.2

Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders

73%

0

+9↑

+13↑

.3

Q14a. I receive adequate recognition for doing a good job

73%

+6↑

+11↑

+13↑

.4

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

63%

+10↑

+10↑

+16↑

.5

Q11b. Recruitment and promotion decisions in my workplace are based on merit

60%

+13↑

+7↑

+11↑

.6

Q2f. I get adequate recognition for the contributions I make outside of my job description

65%

+8↑

+11↑

+15↑

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		77%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
								+4	+7	+8
K	Q14a. I receive adequate recognition for doing a good job	23	49	16	8	73%	+6	+11	+13	
	Q14b. I have the appropriate level of autonomy to do my job effectively	30	54	8		83%	+3	+2	+3	
	Q14c. There are opportunities to be innovative in my job	28	51	12		79%	+3	+12	+9	
	Q14d. Overall, I am satisfied with my job	31	47	13		78%	+6	+6	+6	
	Q14e. Overall, I am satisfied with my organisation as an employer	29	45	17		74%	+3	+4	+9	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree

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		76%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Motivation	Q2g. I believe the work I do is important	50	44		94%	+7 ↑	+3	+1
	Q15d. My organisation motivates me to help it achieve its objectives	20	45	26	65%	+4	+8 ↑	+10 ↑
Purpose	Q8b. I believe in the purpose and objectives of my organisation	25	56	16	82%	0	+3	+2
	Q15e. My organisation inspires me to do the best in my job	23	43	27	65%	+3	+9 ↑	+11 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree

Agree

Neither

Disagree

Strongly disagree



EMPLOYEE EXPERIENCE



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

BELONGING			74%				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	22	36	31	7	58%	+3	+6 ↑	+3		
	Included	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	42	42	11		84%	+1	-4	-4		
Q5f. My manager has talked to me about what I am doing well in my work		27	50	14		76%	+14 ↑	+12 ↑	+15 ↑			
Q5g. My manager has talked to me about what I could do to improve my performance		16	43	26	11	59%	+12 ↑	+6 ↑	+10 ↑			
Q6c. My manager involves me in decisions about my work		32	44	13		77%	+4	+6 ↑	+7 ↑			
Q6b. My manager tells me about changes that affect me		36	46	9		82%	+7 ↑	+6 ↑	+8 ↑			
Respected	K	Q14a. I receive adequate recognition for doing a good job	23	49	16	8	73%	+6 ↑	+11 ↑	+13 ↑		
		Q3d. People in my workgroup treat each other with respect	44	38	11		82%	+11 ↑	+2	+3		

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



EMPLOYEE EXPERIENCE



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

RECOGNITION		70%	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	44	45	9		89%	-2	+4	+2
K	Q14a. I receive adequate recognition for doing a good job	23	49	16	8	73%	+6 ↑	+11 ↑	+13 ↑
K	Q2f. I get adequate recognition for the contributions I make outside of my job description	22	42	20	9	65%	+8 ↑	+11 ↑	+15 ↑
	Q6h. My manager appropriately deals with employees who perform poorly	15	37	32	11	52%	+6 ↑	+7 ↑	+7 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



EMPLOYEE EXPERIENCE



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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.

EMPLOYEE HEALTH AND WELLBEING		81%	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	<div><div>32</div><div>45</div><div>14</div><div>7</div></div>	77%	+7 ⬆	+8 ⬆	+13 ⬆		
Q9a. My manager thinks employees' wellbeing is important	<div><div>48</div><div>40</div><div></div><div></div></div>	89%	+16 ⬆	+7 ⬆	+8 ⬆		
Q9b. Senior managers think employees' wellbeing is important	<div><div>36</div><div>42</div><div>15</div><div></div></div>	79%	+13 ⬆	+9 ⬆	+14 ⬆		
Q3d. People in my workgroup treat each other with respect	<div><div>44</div><div>38</div><div>11</div><div></div></div>	82%	+11 ⬆	+2	+3		

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

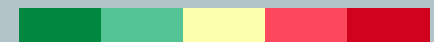


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



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

256

Strongly agree		17	7%	-	-6	-10
Agree		54	21%	-	0	-3
Neither agree nor disagree		82	32%	-	+3	+4
Disagree		75	29%	-	+1	+4
Strongly disagree		28	11%	-	+3	+4

Q9g. How often do you find work stressful

256

Always		6	2%	-	-4	-5
Often		72	28%	-	-1	-3
Sometimes		139	54%	-	+7	+8
Rarely		35	14%	-	-3	0
Never		4	2%	-	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

47

35

13

82%

+16 ↑

+2

+5 ↑

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	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13d. Experienced bullying / physical abuse / sexual harassment in the past 12 months		256				
Experienced Bullying (all instances)		47	18%	-11↓	-2	-7↓
Experienced Physical Abuse (all instances)		0	0%	-	0	-1
Experienced Sexual Harassment (all instances)		8	3%	-5↓	-3	-3
No		187	73%	+10↑	+2	+8↑
Prefer not to say		19	7%	0	0	-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?		47				
Internal people (all instances)	<div></div>	46	98%	+3	+5	+9
External people (all instances)	<div></div>	1	2%	-7	-16	-19
Q13f. Have you made a formal complaint about the bullying incident?		47				
Yes	<div></div>	7	15%	+1	-5	-6
No	<div></div>	40	85%	-1	+5	+6

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?			7					
Yes	The data for this question has been hidden for anonymity reasons.							
No	The data for this question has been hidden for anonymity reasons.							
Don't Know	The data for this question has been hidden for anonymity reasons.							
Q13i. Did the bullying cause you to take time off work?			47					
Yes	<div></div>	11	23%	-2	-6	↓	-7	↓
No	<div></div>	36	77%	+2	+6	↑	+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

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
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Q13j. Who physically abused you?

0

Internal people (all instances)

The data for this question has been hidden for anonymity reasons.

External people (all instances)

The data for this question has been hidden for anonymity reasons.

Q13k. Have you made a formal complaint about the physical abuse?

0

Yes

The data for this question has been hidden for anonymity reasons.

No

The data for this question has been hidden for anonymity reasons.

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

PHYSICAL ABUSE

RESPONSE SCALE

RESPONSES

%

VARIANCE
FROM 2021
SURVEY

VARIANCE
FROM
COMPARATOR
GROUP

VARIANCE
FROM NTPS

Q13l. If you made a formal complaint, were you satisfied with the way it was handled?

0

Yes

The data for this question has been hidden for anonymity reasons.

No

The data for this question has been hidden for anonymity reasons.

Don't Know

The data for this question has been hidden for anonymity reasons.

Q13n. Did the physical abuse cause you to take time off work?

0

Yes

The data for this question has been hidden for anonymity reasons.

No

The data for this question has been hidden for anonymity reasons.

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER
THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN
COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

THE RESULTS FOR Q130 ARE PRODUCED BY GROUPING THE INDIVIDUAL RESPONSES TO THIS QUESTION INTO INTERNAL AND EXTERNAL GROUPS OF PEOPLE. FOR EXAMPLE, A CLIENT/CUSTOMER; MEMBER OF THE PUBLIC; CONSULTANT/SERVICE PROVIDER; AND REPRESENTATIVE OF ANOTHER ORGANISATION ARE ALL INCLUDED IN THE EXTERNAL RESULTS. MULTIPLE ANSWERS CAN BE SELECTED (I.E. A CLIENT/CUSTOMER, AS WELL AS A COLLEAGUE), THE PERCENTAGE WILL NOT EQUAL 100%.

SEXUAL HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q130. Who sexually harassed you?		8				
Internal people (all instances)		The data for this question has been hidden for anonymity reasons.				
External people (all instances)		The data for this question has been hidden for anonymity reasons.				
Q13p. Have you made a formal complaint about the sexual harassment?		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.				

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



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SEXUAL HARASSMENT

RESPONSE SCALE

RESPONSES

%

VARIANCE
FROM 2021
SURVEY

VARIANCE
FROM
COMPARATOR
GROUP

VARIANCE
FROM NTPS

Q13q. If you made a formal complaint, were you satisfied with the way it was handled?

0

Yes

The data for this question has been hidden for anonymity reasons.

No

The data for this question has been hidden for anonymity reasons.

Don't Know

The data for this question has been hidden for anonymity reasons.

Q13s. Did the sexual harassment cause you to take time off work?

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.

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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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?		256				
Yes		44	17%	-8⬇️	-5⬇️	-9⬇️
No		212	83%	+8⬆️	+5⬆️	+9⬆️
Q13c. What action did you take after witnessing this bullying/sexual harassment?		44				
Spoke about the matter to the person perceived to be the bully		8	18%	+7⬆️	-5⬇️	-4
Spoke about the matter to the person perceived to have been bullied		13	30%	-7⬇️	-5⬇️	-8⬇️
Reported the matter formally or informally		20	45%	-6⬇️	-1	-4
Made a note of the occurrence but took no action		7	16%	-3	+1	-3
Took no action		12	27%	+20⬆️	+14⬆️	+17⬆️
Other		2	5%	-3	-4	-5⬇️

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		74%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	Q3d. People in my workgroup treat each other with respect	44	38	11			82%	+11 ↑	+2	+3
	Q7f. Senior managers engage with employees at all levels of the organisation	24	39	19	13		63%	+7 ↑	+5 ↑	+11 ↑
	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	42	42	11			84%	+1	-4	-4
	Q3b. My workgroup always tries to improve its performance	43	39	12			83%	+4	+3	+2
K	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	15	48	24	9		63%	+10 ↑	+10 ↑	+16 ↑
	Q7d. Senior managers model the behaviours expected of employees	30	43	17	7		73%	+12 ↑	+9 ↑	+15 ↑
	Q19a. Personal background is not a barrier to success in my organisation (e.g., cultural, age, disability, sexual)	26	43	18	10		69%	+2	-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

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		77%			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	46	7	86%	+4	0	0
		Q2d. I clearly understand what I'm expected to do in my job	35	48	11	83%	+6 ↑	-2	-2
		Q5f. My manager has talked to me about what I am doing well in my work	27	50	14	76%	+14 ↑	+12 ↑	+15 ↑
		Q6b. My manager tells me about changes that affect me	36	46	9	82%	+7 ↑	+6 ↑	+8 ↑
		Q6c. My manager involves me in decisions about my work	32	44	13	77%	+4	+6 ↑	+7 ↑
		Q7i. My senior managers effectively lead and manage change	23	38	23	61%	-1	+3	+11 ↑
		Q9e. My agency does a good job of promoting health and wellbeing	25	41	23	66%	-	+9 ↑	+12 ↑
	K	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	25	48	14	73%	0	+9 ↑	+13 ↑
		Q12j. In my organisation, improper conduct is not tolerated	30	41	20	71%	+1	+3	+9 ↑
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						

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		77%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Job characteristics design and management	K Q14a. I receive adequate recognition for doing a good job	23	49	16	8		73%	+6 ↑	+11 ↑	+13 ↑
	Q14b. I have the appropriate level of autonomy to do my job effectively	30	54	8			83%	+3	+2	+3
	Q18u. In my workplace, the physical environment is a barrier to my success	8	17	42	30		72%	-2	+3	+6 ↑
Behaviours	Q3d. People in my workgroup treat each other with respect	44	38	11			82%	+11 ↑	+2	+3
	Q6i. My manager's behaviour at work is guided by the NTPS values	38	50	8			88%	+14 ↑	+9 ↑	+11 ↑
	Q6j. My manager encourages behaviours that are consistent with the NTPS values	38	48	11			86%	+11 ↑	+6 ↑	+8 ↑
	Q7d. Senior managers model the behaviours expected of employees	30	43	17	7		73%	+12 ↑	+9 ↑	+15 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

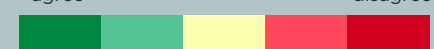


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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		72%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	Q8c. It is safe to speak up and challenge the way things are done in my organisation	16	46	22	10		62%	+5 ↑	+8 ↑	+13 ↑
K	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	15	48	24	9		63%	+10 ↑	+10 ↑	+16 ↑
	Q9b. Senior managers think employees' wellbeing is important	36	42	15			79%	+13 ↑	+9 ↑	+14 ↑
	Q9c. There is an appropriate level of focus on safety at my workplace	34	45	14			80%	+8 ↑	+5 ↑	+8 ↑
	Q19m. My workplace has a flexible approach to work	24	53	16			77%	+9 ↑	+10 ↑	+16 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



CAPABILITY



EXPLORE THE FULL RESULTS

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

PERFORMANCE CONVERSATIONS

RESPONSE SCALE

RESPONSES

%

VARIANCE FROM 2021 SURVEY

VARIANCE FROM COMPARATOR GROUP

VARIANCE FROM NTPS

Q5a. I have a current performance agreement in place (e.g. My Plan, Capability Enhancement Plan, Workplace Participation Plan, or Plan Do Review)

256

Yes	<div></div>	194	76%	+20 ↑	+13 ↑	+20 ↑
No	<div></div>	45	18%	-18 ↓	-11 ↓	-17 ↓
Not Sure	<div></div>	17	7%	-2	-2	-4

Q5b. I've received formal feedback on my performance

256

Yes	<div></div>	180	70%	+19 ↑	+9 ↑	+19 ↑
No	<div></div>	76	30%	-19 ↓	-9 ↓	-19 ↓

Q5c. I've received informal feedback on my performance

256

Yes	<div></div>	229	89%	+10 ↑	+10 ↑	+12 ↑
No	<div></div>	27	11%	-10 ↓	-10 ↓	-12 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

CAPABILITY



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

PERFORMANCE CONVERSATIONS	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q5e. I receive regular and timely feedback from my manager	23	48	17	8	71%	+10 ↑	+11 ↑	+15 ↑
Q5f. My manager has talked to me about what I am doing well in my work	27	50	14	8	76%	+14 ↑	+12 ↑	+15 ↑
Q5g. My manager has talked to me about what I could do to improve my performance	16	43	26	11	59%	+12 ↑	+6 ↑	+10 ↑
Q5d. My work performance is assessed against clear criteria	16	46	22	11	63%	+7 ↑	+5 ↑	+10 ↑
Q4g. My manager discusses my career intentions with me	20	46	19	11	66%	+11 ↑	+10 ↑	+11 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

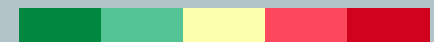


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



CAPABILITY



EXPLORE THE FULL RESULTS

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

LEARNING AND DEVELOPMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q4a. During the past 12 months, have your learning and development needs been identified and agreed with your supervisor?		256				
Yes	<div></div>	207	81%	+9	+5	+10
No	<div></div>	49	19%	-9	-5	-10
Q4b. In the past 12 months, have you done any learning and development activities?		256				
Yes	<div></div>	195	76%	+20	+5	+2
No	<div></div>	61	24%	-20	-5	-2
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)?		195				
Yes	<div></div>	157	81%	+4	+10	+14
No	<div></div>	38	19%	-4	-10	-14

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

CAPABILITY



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

LEARNING AND DEVELOPMENT	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q4f. My manager helps to develop my capability (work-related skills and knowledge)	29	46	14	75%	+9 ↑	+9 ↑	+10 ↑
Q4d. The learning and development I've done has helped me advance my career	21	45	27	66%	+5 ↑	+4	+3
Q4e. The learning and development I've done has helped me do my job better	29	55	13	84%	+6 ↑	+3	+1

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

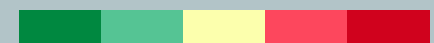


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



CAPABILITY



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

SKILLS UTILISATION	85%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2g. I believe the work I do is important	50	44	94%	+7 ↑	+3	+1
Q2d. I clearly understand what I'm expected to do in my job	35	48	83%	+6 ↑	-2	-2
Q14b. I have the appropriate level of autonomy to do my job effectively	30	54	83%	+3	+2	+3
Q2b. My job allows me to use my skills, knowledge and abilities	40	46	86%	+4	0	0
Q6g. My manager enables the team to do its best	38	43	80%	+9 ↑	+7 ↑	+9 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



INNOVATION



EXPLORE THE FULL RESULTS

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

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	35	48	11	83%	+6 ↑	-2
Q14b. I have the appropriate level of autonomy to do my job effectively	30	54	8	83%	+3	+2
Q2b. My job allows me to use my skills, knowledge and abilities	40	46	7	86%	+4	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 Agree Neither Disagree Strongly disagree



INNOVATION



EXPLORE THE FULL RESULTS

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

CONTINUOUS IMPROVEMENT		72%				RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
K	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	25	48	14	9	73%	0	+9 ↑	+13 ↑				
	Q16b. I believe my organisation will take action as a result of this survey	16	42	32	7	58%	+6 ↑	+7 ↑	+18 ↑				
	Q8a. I know what I need to do to make changes happen in my organisation	11	46	30	9	57%	-6 ↓	+3	+6 ↑				
	Q2c. I seek out opportunities to improve my day-to-day performance	39	53	8		92%	0	+2	+1				
	Q8c. It is safe to speak up and challenge the way things are done in my organisation	16	46	22	10	62%	+5 ↑	+8 ↑	+13 ↑				
	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	15	48	24	9	63%	+10 ↑	+10 ↑	+16 ↑				
	Q3b. My workgroup always tries to improve its performance	43	39	12		83%	+4	+3	+2				
	Q14c. There are opportunities to be innovative in my job	28	51	12		79%	+3	+12 ↑	+9 ↑				
Q10b. My team acts on the feedback we receive from our clients/customers/stakeholders	27	54	13		82%	+10 ↑	+9 ↑	+10 ↑					

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

KEY

QUALITY SERVICE DELIVERY



EXPLORE THE FULL RESULTS

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

QUALITY SERVICE DELIVERY		72%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
K	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	25	48	14	9		73%	0	+9 ↑	+13 ↑
	Q10e. In my organisation, we put the client/customer/stakeholder at the centre of everything we do	29	42	20	8		70%	+4	-2	0
	Q10c. In my organisation, earning and sustaining a high level of public trust is seen as important	39	48	12			87%	+4	+5 ↑	+5 ↑
K	Q10d. My organisation provides high-quality services to the Northern Territory community	35	44	17			79%	-4	+1	+2
	Q3c. People in my workgroup use their time and resources efficiently	33	43	13	8		76%	+8 ↑	+6 ↑	+5 ↑
	Q8f. There is good collaboration between my organisation and other agencies or organisations we work with	13	50	26			63%	-2	+6 ↑	+11 ↑
	Q8e. There is good cooperation between teams across our organisation	11	45	25	13		56%	+1	+3	+6 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



MANAGERS



EXPLORE THE FULL RESULTS

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

VISION AND PURPOSE	87%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2g. I believe the work I do is important		50 44	94%	+7 ↑	+3	+1
Q2d. I clearly understand what I'm expected to do in my job		35 48 11	83%	+6 ↑	-2	-2
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals		42 42 11	84%	+1	-4	-4

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

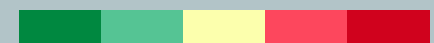


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



MANAGERS



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

COMMUNICATION		73%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q4g.	My manager discusses my career intentions with me	20	46	19	11	66%	+11 ↑	+10 ↑	+11 ↑	
Q6g.	My manager enables the team to do its best	38	43	11		80%	+9 ↑	+7 ↑	+9 ↑	
Q5f.	My manager has talked to me about what I am doing well in my work	27	50	14		76%	+14 ↑	+12 ↑	+15 ↑	
Q5g.	My manager has talked to me about what I could do to improve my performance	16	43	26	11	59%	+12 ↑	+6 ↑	+10 ↑	
Q6c.	My manager involves me in decisions about my work	32	44	13		77%	+4	+6 ↑	+7 ↑	
Q6b.	My manager tells me about changes that affect me	36	46	9		82%	+7 ↑	+6 ↑	+8 ↑	

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.

INTEGRITY AND ACCOUNTABILITY	78%	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	40	46	86%	+8 ↑	+5 ↑	+7 ↑
Q6d. My manager is objective when making decisions	29	47	76%	+8 ↑	+4	+8 ↑
Q6j. My manager encourages behaviours that are consistent with the NTPS values	38	48	86%	+11 ↑	+6 ↑	+8 ↑
Q6e. My manager is an effective decision maker	36	43	79%	+8 ↑	+6 ↑	+8 ↑
Q6a. My manager listens to what I have to say	38	48	86%	+11 ↑	+5 ↑	+7 ↑
Q6f. My manager thinks avoiding conflicts of interest is important	41	39	80%	+10 ↑	+7 ↑	+11 ↑
Q6h. My manager appropriately deals with employees who perform poorly	15	37	52%	+6 ↑	+7 ↑	+7 ↑

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SENIOR MANAGERS



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

VISION AND PURPOSE	70%	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	25	56	16		82%	0	+3	+2
Q7c. The senior management team has a clear vision for the future of the organisation	25	34	29	8	60%	-2	0	+5 ↑
Q7b. Senior managers provide clear strategy and direction	26	42	18	9	68%	+7 ↑	+7 ↑	+12 ↑

KEY

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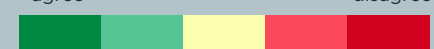


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SENIOR MANAGERS



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

COMMUNICATION	63%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q7h. Communications about change from senior managers are timely		23	39	21	10	63%	+7 ↑	+5 ↑	+12 ↑
Q7f. Senior managers engage with employees at all levels of the organisation		24	39	19	13	63%	+7 ↑	+5 ↑	+11 ↑
Q7g. Senior managers keep employees informed about what's going on		22	43	19	10	65%	+5 ↑	+5 ↑	+12 ↑
Q7e. The senior managers in my organisation make timely decisions		21	41	24	8	62%	+1	+6 ↑	+13 ↑

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SENIOR MANAGERS



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

INTEGRITY AND ACCOUNTABILITY	75%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q7a. I'm confident that my senior managers have the appropriate capabilities and skills to lead my organisation	32	44	16	76%	+7 ⬆	+6 ⬆	+13 ⬆
Q7d. Senior managers model the behaviours expected of employees	30	43	17	73%	+12 ⬆	+9 ⬆	+15 ⬆
Q12k. In my organisation, behaving impartially is important	34	45	16	79%	+4	+2	+8 ⬆
Q12j. In my organisation, improper conduct is not tolerated	30	41	20	71%	+1	+3	+9 ⬆

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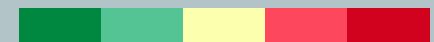


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GOVERNANCE



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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	Q7i. My senior managers effectively lead and manage change	23	38	23	9 7	61%	-1	+3	+11 ↑
	Q6b. My manager tells me about changes that affect me	36	46	9		82%	+7 ↑	+6 ↑	+8 ↑
Code of Conduct	Q12g. My behaviour at work is guided by the code of conduct	43	53			96%	+1	+2	+3
	Q12h. My manager's behaviour at work is guided by the code of conduct	42	46	8		89%	+8 ↑	+5 ↑	+5 ↑
Merit	Q11a. People recruited to my organisation seem to have the right skills for the job	15	51	22	10	66%	+15 ↑	+12 ↑	+14 ↑
	K Q11b. Recruitment and promotion decisions in my workplace are based on merit	18	42	27	10	60%	+13 ↑	+7 ↑	+11 ↑
NTPS Values	Q2a. My behaviour at work is guided by the NTPS values	42	50	7		91%	-1	+2	+4
	Q6i. My manager's behaviour at work is guided by the NTPS values	38	50	8		88%	+14 ↑	+9 ↑	+11 ↑
WHS	Q9c. There is an appropriate level of focus on safety at my workplace	34	45	14		80%	+8 ↑	+5 ↑	+8 ↑

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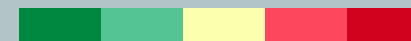


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ORGANISATIONAL ACCOUNTABILITY

RESPONSE SCALE

RESPONSES

%

VARIANCE FROM 2021 SURVEY

VARIANCE FROM COMPARATOR GROUP

VARIANCE FROM NTPS

Q12a. I am aware of my obligations under the NTPS Code of Conduct (or the code of conduct that applies to you)

256

Yes	<div></div>	253	99%	-1	0	0
No	<div></div>	3	1%	+1	0	0

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

ORGANISATIONAL ACCOUNTABILITY		73%	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	40	46		86%	+8 ↑	+5 ↑	+7 ↑
	Q12i. In my organisation, avoiding conflict of interest is seen as important	40	44	13	84%	+10 ↑	+4	+8 ↑
	Q12j. In my organisation, improper conduct is not tolerated	30	41	20	71%	+1	+3	+9 ↑
	Q3c. People in my workgroup use their time and resources efficiently	33	43	13	76%	+8 ↑	+6 ↑	+5 ↑
K	Q11b. Recruitment and promotion decisions in my workplace are based on merit	18	42	27	60%	+13 ↑	+7 ↑	+11 ↑
	Q12e. I am confident that I would be protected from reprisal for reporting improper conduct	29	41	18	69%	+11 ↑	+7 ↑	+11 ↑
	Q12f. I am confident that if I reported improper conduct in my organisation, it would be investigated in a thorough and objective way	22	44	21	66%	+7 ↑	+8 ↑	+14 ↑

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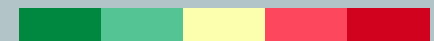


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ORGANISATIONAL ACCOUNTABILITY	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q12b. I have witnessed improper conduct		256				
Yes	<div></div>	67	26%	-4	-2	-8
No	<div></div>	189	74%	+4	+2	+8
Q12c. I know what to do to report improper conduct in my organisation		256				
Yes	<div></div>	233	91%	0	-3	0
No	<div></div>	23	9%	0	+3	0

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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	14	33	44		48%	-	+9 ↑	+19 ↑
Q16b. I believe my organisation will take action as a result of this survey	16	42	32	7	58%	+6 ↑	+7 ↑	+18 ↑

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