



## NT PEOPLE MATTER SURVEY 2023

### NT Health

RESPONSE RATE:

26%

RESPONSES:

2159  
of 8290

YOUR  
EMPLOYEE  
ENGAGEMENT  
SCORE:

63%



VARIANCE from 2021 SURVEY: -4

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:

67%



VARIANCE from 2021 SURVEY: -4

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

64%

DISABILITY - Yes

63%

AGE - 55+ YRS

65%



#### HIGHEST SCORING QUESTIONS:

% POSITIVE

Q2g. I believe the work I do is important

95%

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

92%

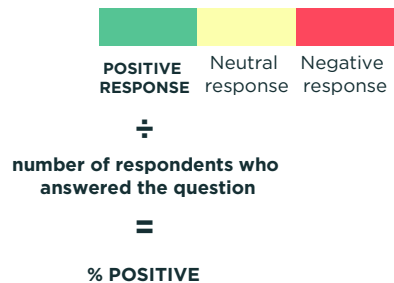
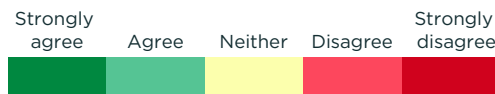
Q12g. My behaviour at work is guided by the code of conduct

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.



## 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	<b>151 + 166 = 317</b>					
% POSITIVE	<b>317 ÷ 613 = 52%</b>					

## 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	HIGHEST NEUTRAL SCORING QUESTIONS	% NEUTRAL	HIGHEST NEGATIVE SCORING QUESTIONS	% NEGATIVE
<b>Q2g.</b> I believe the work I do is important	95%	<b>Q16a.</b> I believe my organisation took appropriate action from the last People Matter survey	55%	<b>Q7f.</b> Senior managers engage with employees at all levels of the organisation	32%
<b>Q2c.</b> I seek out opportunities to improve my day-to-day performance	92%	<b>Q16b.</b> I believe my organisation will take action as a result of this survey	41%	<b>Q8c.</b> It is safe to speak up and challenge the way things are done in my organisation	30%
<b>Q12g.</b> My behaviour at work is guided by the code of conduct	92%	<b>Q6h.</b> My manager appropriately deals with employees who perform poorly	35%	<b>Q8d.</b> My organisation fairly considers recommendations from staff about how we could operate better	29%
<b>Q3a.</b> I have a clear understanding of how my workgroup's role contributes to my organisation's goals	87%	<b>Q7e.</b> The senior managers in my organisation make timely decisions	34%	<b>Q7g.</b> Senior managers keep employees informed about what's going on	28%
<b>Q2d.</b> I clearly understand what I'm expected to do in my job	87%	<b>Q7c.</b> The senior management team has a clear vision for the future of the organisation	33%	<b>Q8e.</b> There is good cooperation between teams across our organisation	28%



## 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		63%	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	16	41	26	12	57%	-8 ↓	+2	-3	
	Q15b. I am proud to tell others I work for my organisation	20	44	25	8	64%	-5 ↓	+1	-2	
STAY	Q15c. I feel a strong personal attachment to my organisation	17	38	30	12	55%	-4	-1	-1	
STRIVE	Q15d. My organisation motivates me to help it achieve its objectives	13	37	32	14	50%	-7 ↓	-1	-5 ↓	
	Q15e. My organisation inspires me to do the best in my job	14	36	31	13	50%	-6 ↓	-1	-4	

### KEY

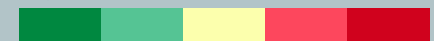


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



# 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
<b>.1</b>	<b>Q12f.</b> I am confident that if I reported improper conduct in my organisation, it would be investigated in a thorough and objective way	<b>46%</b>	<b>-7</b> ↓	-1	<b>-6</b> ↓
<b>.2</b>	<b>Q8d.</b> My organisation fairly considers recommendations from staff about how we could operate better	<b>45%</b>	-2	+2	-2
<b>.3</b>	<b>Q9e.</b> My agency does a good job of promoting health and wellbeing	<b>52%</b>	-	+3	-1
<b>.4</b>	<b>Q7b.</b> Senior managers provide clear strategy and direction	<b>48%</b>	-4	-3	<b>-8</b> ↓
<b>.5</b>	<b>Q10a.</b> I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	<b>56%</b>	<b>-8</b> ↓	+1	-4
<b>.6</b>	<b>Q8c.</b> It is safe to speak up and challenge the way things are done in my organisation	<b>47%</b>	-2	+3	-2

# 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	67%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS			
Q14a. I receive adequate recognition for doing a good job	13	43	21	15	8	55%	-2	-1	-5 ↓
Q14b. I have the appropriate level of autonomy to do my job effectively	24	56	11			81%	-1	+1	0
Q14c. There are opportunities to be innovative in my job	19	49	19	10		67%	-4	-1	-2
Q14d. Overall, I am satisfied with my job	18	51	18	8		69%	-5 ↓	0	-2
Q14e. Overall, I am satisfied with my organisation as an employer	15	45	21	12		61%	-6 ↓	+1	-5 ↓

### KEY

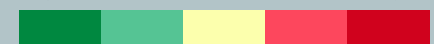


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



# 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		68%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
Motivation	<b>Q2g.</b> I believe the work I do is important	56	39		95%	0	+1	+2	
	<b>Q15d.</b> My organisation motivates me to help it achieve its objectives	13	37	32	14	50%	-7↓	-1	-5↓
Purpose	<b>Q8b.</b> I believe in the purpose and objectives of my organisation	21	58	17		78%	-6↓	0	-1
	<b>Q15e.</b> My organisation inspires me to do the best in my job	14	36	31	13	50%	-6↓	-1	-4

**KEY**

**K** KEY DRIVER OF ENGAGEMENT QUESTION

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

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

BELONGING		63%	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	17	38	30	12	55%	-4	-1	-1	
	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	38	49	8		87%	0	0	-1	
Included	Q5f. My manager has talked to me about what I am doing well in my work	15	40	21	16	9	55%	-1	-2	-6 ↓
	Q5g. My manager has talked to me about what I could do to improve my performance	10	34	29	19	9	44%	0	-2	-5 ↓
	Q6c. My manager involves me in decisions about my work	24	39	19	11	8	63%	-3	-3	-6 ↓
	Q6b. My manager tells me about changes that affect me	25	43	17	9		68%	-2	-2	-5 ↓
Respected	Q14a. I receive adequate recognition for doing a good job	13	43	21	15	8	55%	-2	-1	-5 ↓
	Q3d. People in my workgroup treat each other with respect	30	45	14	9		74%	+2	-3	-5 ↓

**KEY**

**K** KEY DRIVER OF ENGAGEMENT QUESTION

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

# EMPLOYEE EXPERIENCE



## 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.

RECOGNITION	57%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS			
<b>Q2e.</b> I contribute to my workplace outside of the requirements of my job description	46	40	11	86%	-3	-1	-1		
<b>Q14a.</b> I receive adequate recognition for doing a good job	13	43	21	15	8	55%	-2	-1	-5 ↓
<b>Q2f.</b> I get adequate recognition for the contributions I make outside of my job description	10	33	29	19	9	43%	-7 ↓	-2	-6 ↓
<b>Q6h.</b> My manager appropriately deals with employees who perform poorly	13	28	35	13	10	41%	-3	-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 (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	67%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
<b>Q9d.</b> I am satisfied with the policies/practices in place to help me manage my health and wellbeing	15	44	23	13	58%	-6 ↓	+1	-5 ↓
<b>Q9a.</b> My manager thinks employees' wellbeing is important	32	44	13		77%	+2	-1	-4
<b>Q9b.</b> Senior managers think employees' wellbeing is important	17	41	25	10	58%	0	-2	-6 ↓
<b>Q3d.</b> People in my workgroup treat each other with respect	30	45	14	9	74%	+2	-3	-5 ↓

**KEY**

**K** KEY DRIVER OF ENGAGEMENT QUESTION

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

Strongly agree (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
<b>Q9f. I feel burned out by my work</b>		<b>2159</b>				
Strongly agree		<b>452</b>	<b>21%</b>	-	0	+4
Agree		<b>576</b>	<b>27%</b>	-	+1	+3
Neither agree nor disagree		<b>557</b>	<b>26%</b>	-	0	-2
Disagree		<b>478</b>	<b>22%</b>	-	+1	-3
Strongly disagree		<b>96</b>	<b>4%</b>	-	-1	-2
<b>Q9g. How often do you find work stressful</b>		<b>2159</b>				
Always		<b>207</b>	<b>10%</b>	-	0	+2
Often		<b>731</b>	<b>34%</b>	-	-1	+2
Sometimes		<b>967</b>	<b>45%</b>	-	+2	-1
Rarely		<b>227</b>	<b>11%</b>	-	0	-3
Never		<b>27</b>	<b>1%</b>	-	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		72%	+10	-1	-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

# 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
<b>Q13d.</b> Experienced bullying / physical abuse / sexual harassment in the past 12 months		<b>2159</b>				
Experienced Bullying (all instances)		<b>781</b>	<b>36%</b>	+1	+5	+11
Experienced Physical Abuse (all instances)		<b>36</b>	<b>2%</b>	-	0	+1
Experienced Sexual Harassment (all instances)		<b>175</b>	<b>8%</b>	-1	+1	+2
No		<b>1187</b>	<b>55%</b>	-1	-5	-10
Prefer not to say		<b>167</b>	<b>8%</b>	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
<b>Q13e. Who bullied you?</b>		<b>781</b>				
Internal people (all instances)		<b>670</b>	<b>86%</b>	0	-1	-3
External people (all instances)		<b>200</b>	<b>26%</b>	-8 ⬇	+2	+4
<b>Q13f. Have you made a formal complaint about the bullying incident?</b>		<b>781</b>				
Yes		<b>186</b>	<b>24%</b>	+6 ⬆	+1	+3
No		<b>595</b>	<b>76%</b>	-6 ⬇	-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
<b>Q13g.</b> If you made a formal complaint, were you satisfied with the way it was handled?		<b>186</b>				
Yes		<b>55</b>	<b>30%</b>	-1	+4	+5
No		<b>96</b>	<b>52%</b>	+1	-4	-6
Don't Know		<b>35</b>	<b>19%</b>	-1	0	+1
<b>Q13i.</b> Did the bullying cause you to take time off work?		<b>781</b>				
Yes		<b>211</b>	<b>27%</b>	-2	-3	-3
No		<b>570</b>	<b>73%</b>	+2	+3	+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.

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
<b>Q13j. Who physically abused you?</b>		<b>36</b>				
Internal people (all instances)		<b>4</b>	<b>11%</b>	-	+1	-2
External people (all instances)		<b>33</b>	<b>92%</b>	-	0	+1
<b>Q13k. Have you made a formal complaint about the physical abuse?</b>		<b>36</b>				
Yes		<b>20</b>	<b>56%</b>	-	-4	-5
No		<b>16</b>	<b>44%</b>	-	+4	+5

### 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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PHYSICAL ABUSE	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
<b>Q13i.</b> If you made a formal complaint, were you satisfied with the way it was handled?		<b>20</b>				
Yes		<b>7</b>	<b>35%</b>	-	-2	+1
No		<b>9</b>	<b>45%</b>	-	+2	-2
Don't Know		<b>4</b>	<b>20%</b>	-	0	+2
<b>Q13n.</b> Did the physical abuse cause you to take time off work?		<b>36</b>				
Yes		<b>6</b>	<b>17%</b>	-	-5↓	-7↓
No		<b>30</b>	<b>83%</b>	-	+5↑	+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 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
<b>Q130. Who sexually harassed you?</b>		<b>175</b>				
Internal people (all instances)		<b>94</b>	<b>54%</b>	-32 ↓	-8 ↓	-15 ↓
External people (all instances)		<b>88</b>	<b>50%</b>	+15 ↑	+9 ↑	+15 ↑
<b>Q13p. Have you made a formal complaint about the sexual harassment?</b>		<b>175</b>				
Yes		<b>20</b>	<b>11%</b>	-9 ↓	-1	0
No		<b>155</b>	<b>89%</b>	+9 ↑	+1	0

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



## EXPLORE THE FULL RESULTS

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SEXUAL HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
<b>Q13q.</b> If you made a formal complaint, were you satisfied with the way it was handled?		<b>20</b>				
Yes		<b>10</b>	<b>50%</b>	+36	+13	+14
No		<b>7</b>	<b>35%</b>	-38	-10	-14
Don't Know		<b>3</b>	<b>15%</b>	+1	-2	0
<b>Q13s.</b> Did the sexual harassment cause you to take time off work?		<b>175</b>				
Yes		<b>11</b>	<b>6%</b>	-25	-2	-4
No		<b>164</b>	<b>94%</b>	+25	+2	+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.

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
<b>Q13b.</b> In the past 12 months, have you witnessed bullying/sexual harassment at work?		<b>2159</b>				
Yes		<b>750</b>	<b>35%</b>	-3	+4	+9
No		<b>1409</b>	<b>65%</b>	+3	-4	-9
<b>Q13c.</b> What action did you take after witnessing this bullying/sexual harassment?		<b>750</b>				
Spoke about the matter to the person perceived to be the bully		<b>176</b>	<b>23%</b>	-5	0	+1
Spoke about the matter to the person perceived to have been bullied		<b>285</b>	<b>38%</b>	-9	-1	+1
Reported the matter formally or informally		<b>399</b>	<b>53%</b>	-1	+1	+4
Made a note of the occurrence but took no action		<b>147</b>	<b>20%</b>	0	0	+1
Took no action		<b>62</b>	<b>8%</b>	0	-1	-2
Other		<b>63</b>	<b>8%</b>	-1	-1	-1

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# WORKPLACE INCLUSION AND WELLBEING



## EXPLORE THE FULL RESULTS

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

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

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

WORKPLACE INCLUSION		63%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	<b>Q3d.</b> People in my workgroup treat each other with respect	30	45	14	9	74%	+2	-3	-5 ↓	
	<b>Q7f.</b> Senior managers engage with employees at all levels of the organisation	11	30	27	18	14	41%	-2	-5 ↓	-11 ↓
	<b>Q3a.</b> I have a clear understanding of how my workgroup's role contributes to my organisation's goals	38	49	8		87%	0	0	-1	
	<b>Q3b.</b> My workgroup always tries to improve its performance	34	44	13		78%	-2	-2	-3	
<b>K</b>	<b>Q8d.</b> My organisation fairly considers recommendations from staff about how we could operate better	8	36	26	18	11	45%	-2	+2	-2
	<b>Q7d.</b> Senior managers model the behaviours expected of employees	13	36	30	12	9	50%	-4	-3	-8 ↓
	<b>Q19a.</b> Personal background is not a barrier to success in my organisation (e.g., cultural, age, disability, sexual)	20	45	21	11		65%	-6 ↓	-1	-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		64%	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	37	50				87%	+1	+1	+1	
	Q2d. I clearly understand what I'm expected to do in my job	39	48	9			87%	0	+2	+2	
	Q5f. My manager has talked to me about what I am doing well in my work	15	40	21	16	9	55%	-1	-2	-6 ↓	
	Q6b. My manager tells me about changes that affect me	25	43	17	9		68%	-2	-2	-5 ↓	
	Q6c. My manager involves me in decisions about my work	24	39	19	11	8	63%	-3	-3	-6 ↓	
	Q7i. My senior managers effectively lead and manage change	10	32	32	14	12	42%	-9 ↓	-3	-8 ↓	
	K Q9e. My agency does a good job of promoting health and wellbeing	14	39	27	14		52%	-	+3	-1	
	K Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	12	45	21	16	7	56%	-8 ↓	+1	-4	
	Q12j. In my organisation, improper conduct is not tolerated	17	38	25	14		55%	-9 ↓	-2	-7 ↓	

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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.

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WORKPLACE WELLBEING		64%	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	13	43	21	15	8	55%	-2	-1	-5 ↓	
	Q14b. I have the appropriate level of autonomy to do my job effectively	24	56	11			81%	-1	+1	0	
	Q18u. In my workplace, the physical environment is a barrier to my success	13	22	43	17		60%	-3	-3	-6 ↓	
Behaviours	Q3d. People in my workgroup treat each other with respect	30	45	14	9		74%	+2	-3	-5 ↓	
	Q6i. My manager's behaviour at work is guided by the NTPS values	29	42	20			71%	-1	-3	-6 ↓	
	Q6j. My manager encourages behaviours that are consistent with the NTPS values	29	43	20			72%	-1	-3	-6 ↓	
	Q7d. Senior managers model the behaviours expected of employees	13	36	30	12	9	50%	-4	-3	-8 ↓	

**KEY**

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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.

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		55%	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	9	38	23	17	13	47%	-2	+3	-2	
K	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	8	36	26	18	11	45%	-2	+2	-2	
	Q9b. Senior managers think employees' wellbeing is important	17	41	25	10		58%	0	-2	-6 ↓	
	Q9c. There is an appropriate level of focus on safety at my workplace	19	48	17	11		67%	-4	0	-5 ↓	
	Q19m. My workplace has a flexible approach to work	14	46	20	13		60%	-3	+4	-2	

**KEY**

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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)

# 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
<b>Q5a.</b> I have a current performance agreement in place (e.g. My Plan, Capability Enhancement Plan, Workplace Participation Plan, or Plan Do Review)		<b>2159</b>				
Yes		<b>1034</b>	<b>48%</b>	-10 ↓	+1	-7 ↓
No		<b>878</b>	<b>41%</b>	+9 ↑	-1	+6 ↑
Not Sure		<b>247</b>	<b>11%</b>	+1	0	+1
<b>Q5b.</b> I've received formal feedback on my performance		<b>2159</b>				
Yes		<b>936</b>	<b>43%</b>	-4	+2	-8 ↓
No		<b>1223</b>	<b>57%</b>	+4	-2	+8 ↑
<b>Q5c.</b> I've received informal feedback on my performance		<b>2159</b>				
Yes		<b>1538</b>	<b>71%</b>	0	-2	-6 ↓
No		<b>621</b>	<b>29%</b>	0	+2	+6 ↑

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# CAPABILITY



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

PERFORMANCE CONVERSATIONS	RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
<b>Q5e.</b> I receive regular and timely feedback from my manager	12	37	25	18	8	49%	-1	-2	-7 ↓
<b>Q5f.</b> My manager has talked to me about what I am doing well in my work	15	40	21	16	9	55%	-1	-2	-6 ↓
<b>Q5g.</b> My manager has talked to me about what I could do to improve my performance	10	34	29	19	9	44%	0	-2	-5 ↓
<b>Q5d.</b> My work performance is assessed against clear criteria	10	38	32	15		47%	-1	0	-5 ↓
<b>Q4g.</b> My manager discusses my career intentions with me	17	33	22	18	9	51%	-1	-1	-4

**KEY**

**K** KEY DRIVER OF ENGAGEMENT QUESTION

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

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

# 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
<b>Q4a.</b> During the past 12 months, have your learning and development needs been identified and agreed with your supervisor?		<b>2159</b>				
Yes		<b>1425</b>	<b>66%</b>	-3	+1	-5
No		<b>734</b>	<b>34%</b>	+3	-1	+5
<b>Q4b.</b> In the past 12 months, have you done any learning and development activities?		<b>2159</b>				
Yes		<b>1678</b>	<b>78%</b>	+3	+2	+4
No		<b>481</b>	<b>22%</b>	-3	-2	-4
<b>Q4c.</b> 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)?		<b>1678</b>				
Yes		<b>1036</b>	<b>62%</b>	-5	-1	-5
No		<b>642</b>	<b>38%</b>	+5	+1	+5

### 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
<b>Q4f.</b> My manager helps to develop my capability (work-related skills and knowledge)	21	39	20	12 8	61%	+1	-2	-5 ↓
<b>Q4d.</b> The learning and development I've done has helped me advance my career	23	45	24	7	68%	+4	+4	+5 ↑
<b>Q4e.</b> The learning and development I've done has helped me do my job better	30	57	10		87%	+1	+3	+4

**KEY**

**K** KEY DRIVER OF ENGAGEMENT QUESTION

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 AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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

# CAPABILITY



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

SKILLS UTILISATION	83%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
<b>Q2g.</b> I believe the work I do is important	56	39	95%	0	+1	+2		
<b>Q2d.</b> I clearly understand what I'm expected to do in my job	39	48	9	87%	0	+2		
<b>Q14b.</b> I have the appropriate level of autonomy to do my job effectively	24	56	11	81%	-1	+1		
<b>Q2b.</b> My job allows me to use my skills, knowledge and abilities	37	50		87%	+1	+1		
<b>Q6g.</b> My manager enables the team to do its best	26	40	20	8	65%	-2	-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



# INNOVATION



## EXPLORE THE FULL RESULTS

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

AUTONOMY	85%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
<b>Q2d.</b> I clearly understand what I'm expected to do in my job			<b>87%</b>	0	+2	+2
<b>Q14b.</b> I have the appropriate level of autonomy to do my job effectively			<b>81%</b>	-1	+1	0
<b>Q2b.</b> My job allows me to use my skills, knowledge and abilities			<b>87%</b>	+1	+1	+1

### KEY

**K** KEY DRIVER OF ENGAGEMENT QUESTION

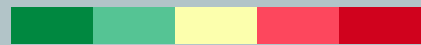


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



# INNOVATION



## 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.

CONTINUOUS IMPROVEMENT		60%	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	12	45	21	16	7	56%	-8 ↓	+1	-4	
	Q16b. I believe my organisation will take action as a result of this survey	27	41	15	11	34%	-5 ↓	0	-7 ↓		
	Q8a. I know what I need to do to make changes happen in my organisation	9	43	29	15	52%	-5 ↓	+2	0		
	Q2c. I seek out opportunities to improve my day-to-day performance	42	51			92%	-2	0	+1		
K	Q8c. It is safe to speak up and challenge the way things are done in my organisation	9	38	23	17	13	47%	-2	+3	-2	
K	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	8	36	26	18	11	45%	-2	+2	-2	
	Q3b. My workgroup always tries to improve its performance	34	44	13		78%	-2	-2	-3		
	Q14c. There are opportunities to be innovative in my job	19	49	19	10	67%	-4	-1	-2		
	Q10b. My team acts on the feedback we receive from our clients/customers/stakeholders	17	53	20		69%	0	-1	-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



# QUALITY SERVICE DELIVERY



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

QUALITY SERVICE DELIVERY		64%	RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
<b>K</b>	<b>Q10a.</b> I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	12	45	21	16	7	56%	-8 ↓	+1	-4	
	<b>Q10e.</b> In my organisation, we put the client/customer/stakeholder at the centre of everything we do	25	44	18	9		69%	-4	0	-1	
	<b>Q10c.</b> In my organisation, earning and sustaining a high level of public trust is seen as important	31	50	15			80%	-3	-1	-2	
	<b>Q10d.</b> My organisation provides high-quality services to the Northern Territory community	27	49	16			76%	-5 ↓	+3	-1	
	<b>Q3c.</b> People in my workgroup use their time and resources efficiently	23	45	18	11		68%	0	-2	-3	
	<b>Q8f.</b> There is good collaboration between my organisation and other agencies or organisations we work with	8	42	31	13		50%	-3	+1	-2	
	<b>Q8e.</b> There is good cooperation between teams across our organisation	9	38	26	18	9	47%	-3	0	-3	

### KEY

**K** KEY DRIVER OF ENGAGEMENT QUESTION

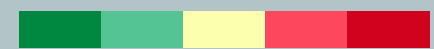


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



# MANAGERS



## EXPLORE THE FULL RESULTS

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

VISION AND PURPOSE	90%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
<b>Q2g.</b> I believe the work I do is important			<b>95%</b>	0	+1	+2
<b>Q2d.</b> I clearly understand what I'm expected to do in my job			<b>87%</b>	0	+2	+2
<b>Q3a.</b> I have a clear understanding of how my workgroup's role contributes to my organisation's goals			<b>87%</b>	0	0	-1

**KEY**

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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	58%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS			
<b>Q4g.</b> My manager discusses my career intentions with me	17	33	22	18	9	51%	-1	-1	-4
<b>Q6g.</b> My manager enables the team to do its best	26	40	20	8		65%	-2	-3	-6 ↓
<b>Q5f.</b> My manager has talked to me about what I am doing well in my work	15	40	21	16	9	55%	-1	-2	-6 ↓
<b>Q5g.</b> My manager has talked to me about what I could do to improve my performance	10	34	29	19	9	44%	0	-2	-5 ↓
<b>Q6c.</b> My manager involves me in decisions about my work	24	39	19	11	8	63%	-3	-3	-6 ↓
<b>Q6b.</b> My manager tells me about changes that affect me	25	43	17	9		68%	-2	-2	-5 ↓

**KEY**

**K** KEY DRIVER OF ENGAGEMENT QUESTION

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

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

# MANAGERS



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

INTEGRITY AND ACCOUNTABILITY	64%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS			
<b>Q12d.</b> I would be confident to approach my manager to discuss concerns or grievances	30	44	10	8	75%	-2	-1	-4	
<b>Q6d.</b> My manager is objective when making decisions	22	40	23	9	62%	-3	-3	-7 ↓	
<b>Q6j.</b> My manager encourages behaviours that are consistent with the NTPS values	29	43	20		72%	-1	-3	-6 ↓	
<b>Q6e.</b> My manager is an effective decision maker	25	40	20	9	64%	-3	-3	-6 ↓	
<b>Q6a.</b> My manager listens to what I have to say	29	44	15		73%	-1	-2	-5 ↓	
<b>Q6f.</b> My manager thinks avoiding conflicts of interest is important	23	39	27		63%	-3	-3	-7 ↓	
<b>Q6h.</b> My manager appropriately deals with employees who perform poorly	13	28	35	13	10	41%	-3	-2	-3

**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		57%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	<b>Q8b.</b> I believe in the purpose and objectives of my organisation	21	58	17		78%	-6 ↓	0	-1
	<b>Q7c.</b> The senior management team has a clear vision for the future of the organisation	13	33	33	13 8	46%	-5 ↓	-4	-9 ↓
<b>K</b>	<b>Q7b.</b> Senior managers provide clear strategy and direction	12	36	28	14 9	48%	-4	-3	-8 ↓

**KEY**

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# SENIOR MANAGERS



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

COMMUNICATION	42%	RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
<b>Q7h.</b> Communications about change from senior managers are timely	9	33	30	16	11	43%	-4	-2	-7 ↓	
<b>Q7f.</b> Senior managers engage with employees at all levels of the organisation	11	30	27	18	14	41%	-2	-5 ↓	-11 ↓	
<b>Q7g.</b> Senior managers keep employees informed about what's going on	10	35	27	18	11	45%	-3	-2	-8 ↓	
<b>Q7e.</b> The senior managers in my organisation make timely decisions	10	30	34	15	11	40%	-7 ↓	-3	-9 ↓	

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# SENIOR MANAGERS



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

INTEGRITY AND ACCOUNTABILITY	56%	RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
<b>Q7a.</b> I'm confident that my senior managers have the appropriate capabilities and skills to lead my organisation	16	39	25	11	8	55%	-7 ↓	-2	-8 ↓	
<b>Q7d.</b> Senior managers model the behaviours expected of employees	13	36	30	12	9	50%	-4	-3	-8 ↓	
<b>Q12k.</b> In my organisation, behaving impartially is important	17	46	26	7		64%	0	-2	-7 ↓	
<b>Q12j.</b> In my organisation, improper conduct is not tolerated	17	38	25	14		55%	-9 ↓	-2	-7 ↓	

### KEY

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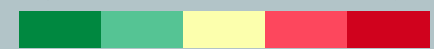


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# GOVERNANCE



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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	10	32	32	14	12	42%	-9 ↓	-3	-8 ↓
	Q6b. My manager tells me about changes that affect me	25	43	17	9		68%	-2	-2	-5 ↓
Code of Conduct	Q12g. My behaviour at work is guided by the code of conduct	40	53				92%	+1	0	-1
	Q12h. My manager's behaviour at work is guided by the code of conduct	31	48	14			80%	-1	-2	-4
Merit	Q11a. People recruited to my organisation seem to have the right skills for the job	9	41	26	16	7	51%	-4	+3	-2
	Q11b. Recruitment and promotion decisions in my workplace are based on merit	10	35	28	15	12	46%	-1	+1	-4
NTPS Values	Q2a. My behaviour at work is guided by the NTPS values	38	48	12			86%	-1	-1	-2
	Q6i. My manager's behaviour at work is guided by the NTPS values	29	42	20			71%	-1	-3	-6 ↓
WHS	Q9c. There is an appropriate level of focus on safety at my workplace	19	48	17	11		67%	-4	0	-5 ↓

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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
<b>Q12a.</b> I am aware of my obligations under the NTPS Code of Conduct (or the code of conduct that applies to you)		<b>2159</b>				
Yes		<b>2107</b>	<b>98%</b>	0	0	-1
No		<b>52</b>	<b>2%</b>	0	0	+1

### KEY

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# GOVERNANCE



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

ORGANISATIONAL ACCOUNTABILITY		59%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	<b>Q12d.</b> I would be confident to approach my manager to discuss concerns or grievances	30	44	10	8	75%	-2	-1	-4	
	<b>Q12i.</b> In my organisation, avoiding conflict of interest is seen as important	22	48	21		70%	+2	-2	-6 ↓	
	<b>Q12j.</b> In my organisation, improper conduct is not tolerated	17	38	25	14	55%	-9 ↓	-2	-7 ↓	
	<b>Q3c.</b> People in my workgroup use their time and resources efficiently	23	45	18	11	68%	0	-2	-3	
	<b>Q11b.</b> Recruitment and promotion decisions in my workplace are based on merit	10	35	28	15	46%	-1	+1	-4	
	<b>Q12e.</b> I am confident that I would be protected from reprisal for reporting improper conduct	18	37	23	13	54%	-4	0	-4	
<b>K</b>	<b>Q12f.</b> I am confident that if I reported improper conduct in my organisation, it would be investigated in a thorough and objective way	12	34	29	15	46%	-7 ↓	-1	-6 ↓	

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Strongly agree   Agree   Neither   Disagree   Strongly disagree

# GOVERNANCE



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ORGANISATIONAL ACCOUNTABILITY	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
<b>Q12b. I have witnessed improper conduct</b>		<b>2159</b>				
Yes		<b>964</b>	<b>45%</b>	+2	+4	+10
No		<b>1195</b>	<b>55%</b>	-2	-4	-10
<b>Q12c. I know what to do to report improper conduct in my organisation</b>		<b>2159</b>				
Yes		<b>1912</b>	<b>89%</b>	0	0	-2
No		<b>247</b>	<b>11%</b>	0	0	+2

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# TAKING ACTION



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TAKING ACTION	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
<b>Q16a.</b> I believe my organisation took appropriate action from the last People Matter survey		<b>23%</b>	-	0	<b>-6</b> ↓
<b>Q16b.</b> I believe my organisation will take action as a result of this survey		<b>34%</b>	<b>-5</b> ↓	0	<b>-7</b> ↓

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# DEPARTMENT OF HEALTH QUESTIONS



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	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
<b>Q20a.</b> Behaving in accordance with the 'Safe Responsive, Kind' values is important in my organisation	22	50	20	72%	-	0	0
<b>Q20b.</b> My manager's behaviour is consistent with the 'Safe Responsive, Kind' values.	26	46	18	72%	-	0	0
<b>Q20c.</b> My manager encourages behaviours that are consistent with the "Safe Responsive, Kind " values	25	47	19	72%	-	0	0
<b>Q20d.</b> Our 'Safe Responsive, Kind' values are easy to understand	22	53	21	75%	-	0	0

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