



## NT PEOPLE MATTER SURVEY 2023

Department of Environment, Parks and Water Security

RESPONSE RATE:

81%

RESPONSES:

488  
of 605

YOUR EMPLOYEE ENGAGEMENT SCORE:

70%



VARIANCE from 2021 SURVEY: +4

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: +6

VARIANCE from NTPS: +7



### 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

69%

AGE - 55+ YRS

73%



#### HIGHEST SCORING QUESTIONS:

% POSITIVE

Q2g. I believe the work I do is important

93%

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

93%

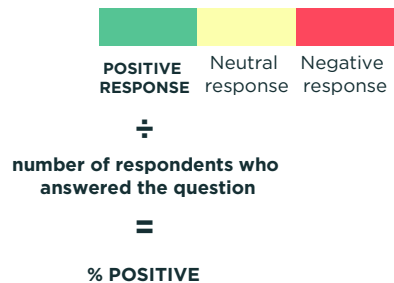
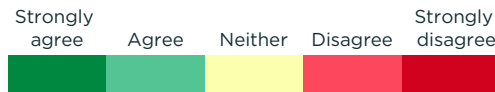
Q2c. I seek out opportunities to improve my day-to-day performance

90%

# 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 INDUSTRY REGULATION&/OR PUBLIC INFRASTRUCTURE

## 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	93%	<b>Q16a.</b> I believe my organisation took appropriate action from the last People Matter survey	55%	<b>Q8c.</b> It is safe to speak up and challenge the way things are done in my organisation	20%
<b>Q12g.</b> My behaviour at work is guided by the code of conduct	93%	<b>Q6h.</b> My manager appropriately deals with employees who perform poorly	38%	<b>Q8d.</b> My organisation fairly considers recommendations from staff about how we could operate better	18%
<b>Q2c.</b> I seek out opportunities to improve my day-to-day performance	90%	<b>Q16b.</b> I believe my organisation will take action as a result of this survey	38%	<b>Q7f.</b> Senior managers engage with employees at all levels of the organisation	17%
<b>Q3a.</b> I have a clear understanding of how my workgroup's role contributes to my organisation's goals	90%	<b>Q5g.</b> My manager has talked to me about what I could do to improve my performance	34%	<b>Q7e.</b> The senior managers in my organisation make timely decisions	17%
<b>Q2b.</b> My job allows me to use my skills, knowledge and abilities	88%	<b>Q8a.</b> I know what I need to do to make changes happen in my organisation	33%	<b>Q4g.</b> My manager discusses my career intentions with me	17%



## 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	26	47	20	72%	+9 ↑	+4	+12 ↑
	Q15b. I am proud to tell others I work for my organisation	31	45	17	76%	+4	+6 ↑	+11 ↑
STAY	Q15c. I feel a strong personal attachment to my organisation	25	42	23	67%	+4	+9 ↑	+12 ↑
STRIVE	Q15d. My organisation motivates me to help it achieve its objectives	18	45	27	64%	+11 ↑	+4	+9 ↑
	Q15e. My organisation inspires me to do the best in my job	19	43	27	63%	+10 ↑	+4	+9 ↑

**KEY**

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

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

# KEY DRIVERS OF ENGAGEMENT



## WHAT TO FOCUS ON?

THESE QUESTIONS HAVE BEEN IDENTIFIED AS YOUR KEY DRIVERS OF ENGAGEMENT.

THEY ARE NOT NECESSARILY THE QUESTIONS WITH THE LOWEST SCORES.

SOME WILL BE AREAS TO IMPROVE UPON AND OTHERS WILL BE AREAS TO MAINTAIN. IN ORDER TO IMPROVE ENGAGEMENT DEVELOPING ACTIONS AND ACTIVITIES FOCUSED ON THESE QUESTIONS WILL HELP IMPROVE PERFORMANCE.

CONSIDER WHETHER THESE AREAS CAN BE ALIGNED WITH CURRENT PRIORITIES AND OBJECTIVES TO ENSURE ACTIONS CAN BE SUSTAINED.



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

%  
POSITIVE

VARIANCE FROM 2021 SURVEY

VARIANCE FROM COMPARATOR GROUP

VARIANCE FROM NTPS

		% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
<b>.1</b>	<b>Q7i.</b> My senior managers effectively lead and manage change	<b>56%</b>	<b>+8</b> ↑	0	<b>+5</b> ↑
<b>.2</b>	<b>Q7b.</b> Senior managers provide clear strategy and direction	<b>62%</b>	<b>+11</b> ↑	0	<b>+6</b> ↑
<b>.3</b>	<b>Q9e.</b> My agency does a good job of promoting health and wellbeing	<b>64%</b>	-	<b>+7</b> ↑	<b>+10</b> ↑
<b>.4</b>	<b>Q7c.</b> The senior management team has a clear vision for the future of the organisation	<b>61%</b>	<b>+11</b> ↑	0	<b>+6</b> ↑
<b>.5</b>	<b>Q8c.</b> It is safe to speak up and challenge the way things are done in my organisation	<b>54%</b>	<b>+6</b> ↑	+1	<b>+5</b> ↑
<b>.6</b>	<b>Q7a.</b> I'm confident that my senior managers have the appropriate capabilities and skills to lead my organisation	<b>70%</b>	<b>+10</b> ↑	0	<b>+8</b> ↑

# 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		
<b>Q14a.</b> I receive adequate recognition for doing a good job	16	54	20	8	69%	+9 ↑	+3	+9 ↑
<b>Q14b.</b> I have the appropriate level of autonomy to do my job effectively	24	59	11		83%	+4	0	+3
<b>Q14c.</b> There are opportunities to be innovative in my job	22	55	16		76%	+2	+3	+7 ↑
<b>Q14d.</b> Overall, I am satisfied with my job	23	55	14		78%	+7 ↑	+2	+6 ↑
<b>Q14e.</b> Overall, I am satisfied with my organisation as an employer	23	54	15		77%	+8 ↑	+3	+11 ↑

**KEY**

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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

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	48	45		93%	+3	+1	0	
	Q15d. My organisation motivates me to help it achieve its objectives	18	45	27	7	64%	+11 ↑	+4	+9 ↑
Purpose	Q8b. I believe in the purpose and objectives of my organisation	30	53	14		83%	+2	0	+3
	Q15e. My organisation inspires me to do the best in my job	19	43	27	8	63%	+10 ↑	+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 (Dark Green) | Agree (Light Green) | Neither (Yellow) | Disagree (Red) | Strongly disagree (Dark Red)



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

BELONGING		72%	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	25	42	23	8	67%	+4	+9 ↑	+12 ↑	
	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	37	53	7		90%	+6 ↑	0	+2	
Included	Q5f. My manager has talked to me about what I am doing well in my work	18	46	22	11	64%	+5 ↑	-1	+3	
	Q5g. My manager has talked to me about what I could do to improve my performance	10	39	34	14	49%	+3	-4	0	
	Q6c. My manager involves me in decisions about my work	30	47	14	7	77%	+4	+1	+8 ↑	
	Q6b. My manager tells me about changes that affect me	27	51	15		78%	+9 ↑	+1	+5 ↑	
Respected	Q14a. I receive adequate recognition for doing a good job	16	54	20	8	69%	+9 ↑	+3	+9 ↑	
	Q3d. People in my workgroup treat each other with respect	38	47	10		85%	+15 ↑	+2	+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

# EMPLOYEE EXPERIENCE



## EXPLORE THE FULL RESULTS

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

RECOGNITION	65%	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	39	48	11	87%	-1	0	0	
<b>Q14a.</b> I receive adequate recognition for doing a good job	16	54	20	8	69%	+9 ↑	+3	+9 ↑
<b>Q2f.</b> I get adequate recognition for the contributions I make outside of my job description	12	43	31	11	55%	+4	0	+6 ↑
<b>Q6h.</b> My manager appropriately deals with employees who perform poorly	15	33	38	9	48%	+6 ↑	+1	+3

**KEY**

**K** KEY DRIVER OF ENGAGEMENT QUESTION

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 AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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

# EMPLOYEE EXPERIENCE



## EXPLORE THE FULL RESULTS

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

EMPLOYEE HEALTH AND WELLBEING	80%	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	22	51	19	73%	+2	+3	+9 ↑
<b>Q9a.</b> My manager thinks employees' wellbeing is important	41	47	9	88%	+11 ↑	+3	+8 ↑
<b>Q9b.</b> Senior managers think employees' wellbeing is important	27	45	18	73%	+12 ↑	+2	+8 ↑
<b>Q3d.</b> People in my workgroup treat each other with respect	38	47	10	85%	+15 ↑	+2	+6 ↑

**KEY**

**K** KEY DRIVER OF ENGAGEMENT QUESTION

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↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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

# EMPLOYEE EXPERIENCE



## EXPLORE THE FULL RESULTS

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>488</b>				
Strongly agree		<b>50</b>	<b>10%</b>	-	0	-7 ⬇️
Agree		<b>97</b>	<b>20%</b>	-	-1	-4
Neither agree nor disagree		<b>146</b>	<b>30%</b>	-	-3	+2
Disagree		<b>157</b>	<b>32%</b>	-	+3	+7 ⬆️
Strongly disagree		<b>38</b>	<b>8%</b>	-	0	+1
<b>Q9g. How often do you find work stressful</b>		<b>488</b>				
Always		<b>21</b>	<b>4%</b>	-	0	-3
Often		<b>124</b>	<b>25%</b>	-	-1	-6 ⬇️
Sometimes		<b>253</b>	<b>52%</b>	-	+1	+6 ⬆️
Rarely		<b>78</b>	<b>16%</b>	-	0	+3
Never		<b>12</b>	<b>2%</b>	-	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 THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE).

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

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

BULLYING / SEXUAL HARASSMENT	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13a. Bullying/sexual harassment is not tolerated in my organisation	<div style="display: flex; justify-content: space-between; width: 100%;"> <span style="width: 20%; background-color: #008000; color: white; text-align: center;">38</span> <span style="width: 20%; background-color: #00C080; color: white; text-align: center;">44</span> <span style="width: 20%; background-color: #FFFF00; color: black; text-align: center;">11</span> <span style="width: 20%; background-color: #FF0000; color: white; text-align: center;">11</span> </div>	82%	+20 ↑	+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>488</b>				
Experienced Bullying (all instances)		<b>85</b>	<b>17%</b>	-8↓	-1	-8↓
Experienced Physical Abuse (all instances)		<b>0</b>	<b>0%</b>	-	0	-1
Experienced Sexual Harassment (all instances)		<b>21</b>	<b>4%</b>	0	0	-2
No		<b>359</b>	<b>74%</b>	+9↑	+2	+8↑
Prefer not to say		<b>36</b>	<b>7%</b>	-3	-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>85</b>				
Internal people (all instances)		<b>81</b>	<b>95%</b>	+1	+1	+6
External people (all instances)		<b>10</b>	<b>12%</b>	+3	-3	-10
<b>Q13f. Have you made a formal complaint about the bullying incident?</b>		<b>85</b>				
Yes		<b>16</b>	<b>19%</b>	+8	+3	-2
No		<b>69</b>	<b>81%</b>	-8	-3	+2

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



## EXPLORE THE FULL RESULTS

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

BULLYING	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
<b>Q13g.</b> If you made a formal complaint, were you satisfied with the way it was handled?		<b>16</b>				
Yes		<b>5</b>	<b>31%</b>	+11	+10	+6
No		<b>5</b>	<b>31%</b>	-19	-31	-26
Don't Know		<b>6</b>	<b>38%</b>	+8	+21	+20
<b>Q13i.</b> Did the bullying cause you to take time off work?		<b>85</b>				
Yes		<b>22</b>	<b>26%</b>	-4	-8	-5
No		<b>63</b>	<b>74%</b>	+4	+8	+5

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



# BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



## EXPLORE THE FULL RESULTS

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

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.</b> Who physically abused you?		<b>0</b>				
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.					
<b>Q13k.</b> Have you made a formal complaint about the physical abuse?		<b>0</b>				
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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PHYSICAL ABUSE	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
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**Q13i.** If you made a formal complaint, were you satisfied with the way it was handled?

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

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SEXUAL HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
<b>Q130. Who sexually harassed you?</b>		<b>21</b>				
Internal people (all instances)		<b>16</b>	<b>76%</b>	-18 ↓	-6 ↓	+8 ↑
External people (all instances)		<b>5</b>	<b>24%</b>	+18 ↑	+5 ↑	-12 ↓
<b>Q13p. Have you made a formal complaint about the sexual harassment?</b>		<b>21</b>				
Yes		<b>4</b>	<b>19%</b>	0	+11 ↑	+8 ↑
No		<b>17</b>	<b>81%</b>	0	-11 ↓	-8 ↓

### 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
<b>Q13q.</b> If you made a formal complaint, were you satisfied with the way it was handled?		<b>4</b>				
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.					
<b>Q13s.</b> Did the sexual harassment cause you to take time off work?		<b>21</b>				
Yes		<b>2</b>	<b>10%</b>	-47↓	+4	0
No		<b>19</b>	<b>90%</b>	+47↑	-4	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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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>488</b>				
Yes		<b>98</b>	<b>20%</b>	-9 ↓	+1	-6 ↓
No		<b>390</b>	<b>80%</b>	+9 ↑	-1	+6 ↑
<b>Q13c.</b> What action did you take after witnessing this bullying/sexual harassment?		<b>98</b>				
Spoke about the matter to the person perceived to be the bully		<b>22</b>	<b>22%</b>	0	+5 ↑	0
Spoke about the matter to the person perceived to have been bullied		<b>37</b>	<b>38%</b>	-6 ↓	+6 ↑	+1
Reported the matter formally or informally		<b>38</b>	<b>39%</b>	-6 ↓	-5 ↓	-11 ↓
Made a note of the occurrence but took no action		<b>16</b>	<b>16%</b>	-2	-7 ↓	-2
Took no action		<b>13</b>	<b>13%</b>	-7 ↓	-1	+3
Other		<b>6</b>	<b>6%</b>	-2	-3	-3

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# WORKPLACE INCLUSION AND WELLBEING



## EXPLORE THE FULL RESULTS

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

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

WORKPLACE INCLUSION	73%	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	38	47	10	85%	+15 ↑	+2	+6 ↑		
<b>Q7f.</b> Senior managers engage with employees at all levels of the organisation	20	40	23	10	7	60%	+15 ↑	+2	+8 ↑
<b>Q3a.</b> I have a clear understanding of how my workgroup's role contributes to my organisation's goals	37	53	7	90%	+6 ↑	0	+2		
<b>Q3b.</b> My workgroup always tries to improve its performance	33	51	13	84%	+6 ↑	0	+3		
<b>Q8d.</b> My organisation fairly considers recommendations from staff about how we could operate better	14	41	27	12	55%	+12 ↑	+4	+8 ↑	
<b>Q7d.</b> Senior managers model the behaviours expected of employees	20	44	23	7	64%	+8 ↑	0	+6 ↑	
<b>Q19a.</b> Personal background is not a barrier to success in my organisation (e.g., cultural, age, disability, sexual)	22	49	20	7	71%	0	0	+3	

**KEY**

**K** KEY DRIVER OF ENGAGEMENT QUESTION

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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.

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WORKPLACE WELLBEING		74%	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	32	57		88%	+6 ↑	0	+2	
	Q2d. I clearly understand what I'm expected to do in my job	32	55	10	86%	+6 ↑	0	+1	
	Q5f. My manager has talked to me about what I am doing well in my work	18	46	22	11	64%	+5 ↑	-1	+3
	Q6b. My manager tells me about changes that affect me	27	51	15		78%	+9 ↑	+1	+5 ↑
	Q6c. My manager involves me in decisions about my work	30	47	14	7	77%	+4	+1	+8 ↑
	K Q7i. My senior managers effectively lead and manage change	16	40	29	9	56%	+8 ↑	0	+5 ↑
	K Q9e. My agency does a good job of promoting health and wellbeing	17	47	24	9	64%	-	+7 ↑	+10 ↑
	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	11	56	22	9	67%	0	+1	+7 ↑
	Q12j. In my organisation, improper conduct is not tolerated	20	45	25	8	65%	0	-3	+3

**KEY**

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Strongly agree Agree Neither Disagree Strongly disagree

# WORKPLACE INCLUSION AND WELLBEING



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WORKPLACE WELLBEING		74%	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	16	54	20	8	69%	+9 ↑	+3	+9 ↑	
	Q14b. I have the appropriate level of autonomy to do my job effectively	24	59	11		83%	+4	0	+3	
	Q18u. In my workplace, the physical environment is a barrier to my success	21	45	27		73%	+4	+2	+7 ↑	
Behaviours	Q3d. People in my workgroup treat each other with respect	38	47	10		85%	+15 ↑	+2	+6 ↑	
	Q6i. My manager's behaviour at work is guided by the NTPS values	34	50	13		84%	+11 ↑	+1	+7 ↑	
	Q6j. My manager encourages behaviours that are consistent with the NTPS values	35	49	13		84%	+11 ↑	+2	+7 ↑	
	Q7d. Senior managers model the behaviours expected of employees	20	44	23	7	64%	+8 ↑	0	+6 ↑	

**KEY**

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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		69%	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	16	38	26	13	54%	+6 ↑	+1	+5 ↑	
	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	14	41	27	12	55%	+12 ↑	+4	+8 ↑	
	Q9b. Senior managers think employees' wellbeing is important	27	45	18		73%	+12 ↑	+2	+8 ↑	
	Q9c. There is an appropriate level of focus on safety at my workplace	28	59	10		87%	+5 ↑	+8 ↑	+15 ↑	
	Q19m. My workplace has a flexible approach to work	23	54	17		77%	+4	+9 ↑	+15 ↑	

### KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

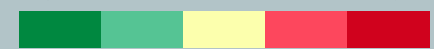


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



# 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>488</b>				
Yes		<b>261</b>	<b>53%</b>	+3	-10	-2
No		<b>169</b>	<b>35%</b>	-3	+9	0
Not Sure		<b>58</b>	<b>12%</b>	0	+1	+2
<b>Q5b.</b> I've received formal feedback on my performance		<b>488</b>				
Yes		<b>247</b>	<b>51%</b>	-2	-11	-1
No		<b>241</b>	<b>49%</b>	+2	+11	+1
<b>Q5c.</b> I've received informal feedback on my performance		<b>488</b>				
Yes		<b>416</b>	<b>85%</b>	+7	+2	+8
No		<b>72</b>	<b>15%</b>	-7	-2	-8

### KEY



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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# CAPABILITY



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PERFORMANCE CONVERSATIONS	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
<b>Q5e.</b> I receive regular and timely feedback from my manager	17	46	23	11	63%	+10 ↑	-1	+7 ↑
<b>Q5f.</b> My manager has talked to me about what I am doing well in my work	18	46	22	11	64%	+5 ↑	-1	+3
<b>Q5g.</b> My manager has talked to me about what I could do to improve my performance	10	39	34	14	49%	+3	-4	0
<b>Q5d.</b> My work performance is assessed against clear criteria	11	43	31	12	54%	+4	-4	+1
<b>Q4g.</b> My manager discusses my career intentions with me	17	43	23	13	60%	+13 ↑	-1	+5 ↑

### KEY

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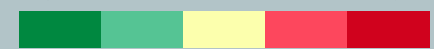


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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Strongly agree Agree Neither Disagree Strongly disagree



# CAPABILITY



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LEARNING AND DEVELOPMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
<b>Q4a.</b> During the past 12 months, have your learning and development needs been identified and agreed with your supervisor?		<b>488</b>				
Yes		<b>365</b>	<b>75%</b>	+2	-5	+4
No		<b>123</b>	<b>25%</b>	-2	+5	-4
<b>Q4b.</b> In the past 12 months, have you done any learning and development activities?		<b>488</b>				
Yes		<b>358</b>	<b>73%</b>	+13	+1	-1
No		<b>130</b>	<b>27%</b>	-13	-1	+1
<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>358</b>				
Yes		<b>210</b>	<b>59%</b>	-1	-11	-8
No		<b>148</b>	<b>41%</b>	+1	+11	+8

### KEY



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# CAPABILITY



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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)	25	50	16		74%	+10 ↑	+3	+9 ↑
<b>Q4d.</b> The learning and development I've done has helped me advance my career	15	46	27	9	62%	+2	0	-1
<b>Q4e.</b> The learning and development I've done has helped me do my job better	21	58	16		79%	-2	-1	-4

### KEY

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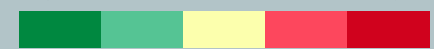


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SKILLS UTILISATION	85%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
<b>Q2g.</b> I believe the work I do is important	48	45	93%	+3	+1	0
<b>Q2d.</b> I clearly understand what I'm expected to do in my job	32	55	86%	+6 ↑	0	+1
<b>Q14b.</b> I have the appropriate level of autonomy to do my job effectively	24	59	83%	+4	0	+3
<b>Q2b.</b> My job allows me to use my skills, knowledge and abilities	32	57	88%	+6 ↑	0	+2
<b>Q6g.</b> My manager enables the team to do its best	27	49	76%	+7 ↑	0	+5 ↑

**KEY**

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# INNOVATION



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AUTONOMY	86%	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	32	55	10	86%	+6 ↑	0	+1
<b>Q14b.</b> I have the appropriate level of autonomy to do my job effectively	24	59	11	83%	+4	0	+3
<b>Q2b.</b> My job allows me to use my skills, knowledge and abilities	32	57		88%	+6 ↑	0	+2

### KEY

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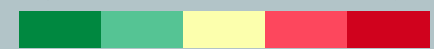


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# INNOVATION



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

CONTINUOUS IMPROVEMENT		67%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	<b>Q10a.</b> I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	11	56	22	9	67%	0	+1	+7 ↑	
	<b>Q16b.</b> I believe my organisation will take action as a result of this survey	13	35	38	9	48%	+5 ↑	+4	+8 ↑	
	<b>Q8a.</b> I know what I need to do to make changes happen in my organisation	10	42	33	14	52%	+7 ↑	+1	0	
	<b>Q2c.</b> I seek out opportunities to improve my day-to-day performance	35	56	9		90%	+3	0	-1	
<b>K</b>	<b>Q8c.</b> It is safe to speak up and challenge the way things are done in my organisation	16	38	26	13	54%	+6 ↑	+1	+5 ↑	
	<b>Q8d.</b> My organisation fairly considers recommendations from staff about how we could operate better	14	41	27	12	55%	+12 ↑	+4	+8 ↑	
	<b>Q3b.</b> My workgroup always tries to improve its performance	33	51	13		84%	+6 ↑	0	+3	
	<b>Q14c.</b> There are opportunities to be innovative in my job	22	55	16		76%	+2	+3	+7 ↑	
	<b>Q10b.</b> My team acts on the feedback we receive from our clients/customers/stakeholders	17	59	21		76%	+11 ↑	-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



# QUALITY SERVICE DELIVERY



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

QUALITY SERVICE DELIVERY	70%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
<b>Q10a.</b> I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	11	56	22	9	67%	0	+1	+7 ↑
<b>Q10e.</b> In my organisation, we put the client/customer/stakeholder at the centre of everything we do	17	46	30		63%	+4	-6 ↓	-7 ↓
<b>Q10c.</b> In my organisation, earning and sustaining a high level of public trust is seen as important	37	48	11		85%	0	0	+3
<b>Q10d.</b> My organisation provides high-quality services to the Northern Territory community	37	48	13		85%	-2	+1	+8 ↑
<b>Q3c.</b> People in my workgroup use their time and resources efficiently	22	52	18		74%	+9 ↑	+1	+3
<b>Q8f.</b> There is good collaboration between my organisation and other agencies or organisations we work with	13	43	30	11	56%	+1	-1	+3
<b>Q8e.</b> There is good cooperation between teams across our organisation	13	45	26	11	58%	+7 ↑	+3	+8 ↑

### KEY

**K** KEY DRIVER OF ENGAGEMENT QUESTION

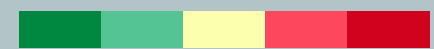


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree 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		48   45	93%	+3	+1	0
<b>Q2d.</b> I clearly understand what I'm expected to do in my job		32   55   10	86%	+6 ↑	0	+1
<b>Q3a.</b> I have a clear understanding of how my workgroup's role contributes to my organisation's goals		37   53   7	90%	+6 ↑	0	+2

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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.

COMMUNICATION	67%	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	43	23	13	60%	+13 ↑	-1	+5 ↑
<b>Q6g.</b> My manager enables the team to do its best	27	49	17		76%	+7 ↑	0	+5 ↑
<b>Q5f.</b> My manager has talked to me about what I am doing well in my work	18	46	22	11	64%	+5 ↑	-1	+3
<b>Q5g.</b> My manager has talked to me about what I could do to improve my performance	10	39	34	14	49%	+3	-4	0
<b>Q6c.</b> My manager involves me in decisions about my work	30	47	14	7	77%	+4	+1	+8 ↑
<b>Q6b.</b> My manager tells me about changes that affect me	27	51	15		78%	+9 ↑	+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 (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	75%	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	36	47	9	83%	+5 ↑	+1	+4	
<b>Q6d.</b> My manager is objective when making decisions	24	49	19	73%	+4	0	+4	
<b>Q6j.</b> My manager encourages behaviours that are consistent with the NTPS values	35	49	13	84%	+11 ↑	+2	+7 ↑	
<b>Q6e.</b> My manager is an effective decision maker	28	50	15	78%	+13 ↑	+3	+7 ↑	
<b>Q6a.</b> My manager listens to what I have to say	35	48	11	84%	+9 ↑	0	+5 ↑	
<b>Q6f.</b> My manager thinks avoiding conflicts of interest is important	31	44	20	75%	+3	-2	+5 ↑	
<b>Q6h.</b> My manager appropriately deals with employees who perform poorly	15	33	38	9	48%	+6 ↑	+1	+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		69%	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	30	53	14	83%	+2	0	+3	
<b>K</b>	<b>Q7c.</b> The senior management team has a clear vision for the future of the organisation	20	41	27	8	61%	+11 ↑	0	+6 ↑
<b>K</b>	<b>Q7b.</b> Senior managers provide clear strategy and direction	19	43	24	10	62%	+11 ↑	0	+6 ↑

**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)

# SENIOR 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>Q7h.</b> Communications about change from senior managers are timely	<b>13</b>	<b>43</b>	<b>28</b>	<b>11</b>	<b>56%</b>	+15 ↑	0	+6 ↑	
<b>Q7f.</b> Senior managers engage with employees at all levels of the organisation	<b>20</b>	<b>40</b>	<b>23</b>	<b>10</b>	<b>7</b>	<b>60%</b>	+15 ↑	+2	+8 ↑
<b>Q7g.</b> Senior managers keep employees informed about what's going on	<b>14</b>	<b>47</b>	<b>24</b>	<b>10</b>	<b>60%</b>	+16 ↑	+2	+8 ↑	
<b>Q7e.</b> The senior managers in my organisation make timely decisions	<b>16</b>	<b>37</b>	<b>30</b>	<b>11</b>	<b>54%</b>	+9 ↑	-4	+5 ↑	

### KEY

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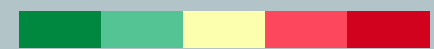


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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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.

INTEGRITY AND ACCOUNTABILITY		69%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
<b>K</b>	<b>Q7a.</b> I'm confident that my senior managers have the appropriate capabilities and skills to lead my organisation	27	44	19	70%	+10 ↑	0	+8 ↑
	<b>Q7d.</b> Senior managers model the behaviours expected of employees	20	44	23	64%	+8 ↑	0	+6 ↑
	<b>Q12k.</b> In my organisation, behaving impartially is important	21	54	22	75%	+9 ↑	-2	+4
	<b>Q12j.</b> In my organisation, improper conduct is not tolerated	20	45	25	65%	0	-3	+3

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# GOVERNANCE



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

		RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Change Management	<b>K</b> Q7i. My senior managers effectively lead and manage change	16	40	29	9	56%	+8 ↑	0	+5 ↑
	Q6b. My manager tells me about changes that affect me	27	51	15		78%	+9 ↑	+1	+5 ↑
Code of Conduct	Q12g. My behaviour at work is guided by the code of conduct	39	55			93%	+4	0	0
	Q12h. My manager's behaviour at work is guided by the code of conduct	35	52	11		87%	+7 ↑	+1	+4
Merit	Q11a. People recruited to my organisation seem to have the right skills for the job	10	54	22	10	64%	+5 ↑	+5 ↑	+12 ↑
	Q11b. Recruitment and promotion decisions in my workplace are based on merit	14	45	25	11	59%	+2	+2	+10 ↑
NTPS Values	Q2a. My behaviour at work is guided by the NTPS values	33	54	10		87%	+2	-2	0
	Q6i. My manager's behaviour at work is guided by the NTPS values	34	50	13		84%	+11 ↑	+1	+7 ↑
WHS	Q9c. There is an appropriate level of focus on safety at my workplace	28	59	10		87%	+5 ↑	+8 ↑	+15 ↑

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Strongly agree Agree Neither Disagree Strongly disagree



# 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>488</b>				
Yes		<b>483</b>	<b>99%</b>	0	0	+1
No		<b>5</b>	<b>1%</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	70%	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	36	47	9	83%	+5 ↑	+1	+4	
<b>Q12i.</b> In my organisation, avoiding conflict of interest is seen as important	29	55	13	83%	+8 ↑	0	+7 ↑	
<b>Q12j.</b> In my organisation, improper conduct is not tolerated	20	45	25	8	65%	0	-3	+3
<b>Q3c.</b> People in my workgroup use their time and resources efficiently	22	52	18	74%	+9 ↑	+1	+3	
<b>Q11b.</b> Recruitment and promotion decisions in my workplace are based on merit	14	45	25	11	59%	+2	+2	+10 ↑
<b>Q12e.</b> I am confident that I would be protected from reprisal for reporting improper conduct	23	42	21	10	64%	+6 ↑	+3	+6 ↑
<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	17	41	27	10	57%	+4	+1	+5 ↑

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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>488</b>				
Yes		<b>136</b>	<b>28%</b>	-7 ↓	+1	-7 ↓
No		<b>352</b>	<b>72%</b>	+7 ↑	-1	+7 ↑
<b>Q12c. I know what to do to report improper conduct in my organisation</b>		<b>488</b>				
Yes		<b>450</b>	<b>92%</b>	+5 ↑	0	+1
No		<b>38</b>	<b>8%</b>	-5 ↓	0	-1

### KEY



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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	10	24	55	8	33%	-	+2	+4
<b>Q16b.</b> I believe my organisation will take action as a result of this survey	13	35	38	9	48%	+5 ↑	+4	+8 ↑

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