



NT PEOPLE MATTER SURVEY 2023

Department of Treasury and Finance

RESPONSE RATE:

81%

RESPONSES:

101
of 124

YOUR EMPLOYEE ENGAGEMENT SCORE:

66%



VARIANCE from 2021 SURVEY: ↓ -5

VARIANCE from NTPS: +2

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

YOUR EMPLOYEE SATISFACTION SCORE:

73%



VARIANCE from 2021 SURVEY: -3

VARIANCE from NTPS: +4



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

Restricted

DISABILITY - Yes

Restricted

AGE - 55+ YRS

Restricted



HIGHEST SCORING QUESTIONS:

% POSITIVE

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

98%

Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals

95%

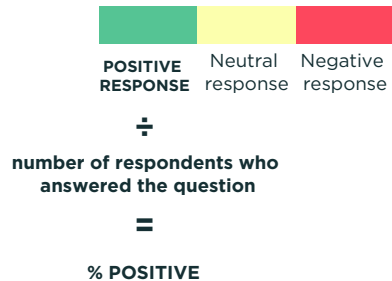
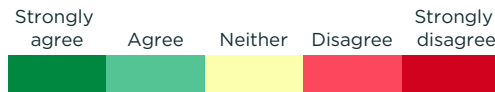
Q3d. People in my workgroup treat each other with respect

95%

GUIDE TO THIS REPORT

% POSITIVE

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



ROUNDING

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

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

ANONYMITY

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

COMPARISONS TO COMPARATOR GROUP

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

DEFINITIONS

RESTRICTED - INDICATES A GROUP WITH LESS THAN 10 RESPONDENTS

'-' - INDICATES DATA NOT AVAILABLE

TIPS & SUGGESTIONS

01.

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

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



UNDERSTANDING YOUR REPORT AND GETTING TO ACTION!

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

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

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

ARE THERE ANY SCORES THAT ARE UNEXPECTED?

Identify areas that need improvement.

02.

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

03.

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

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

04.

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

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

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?

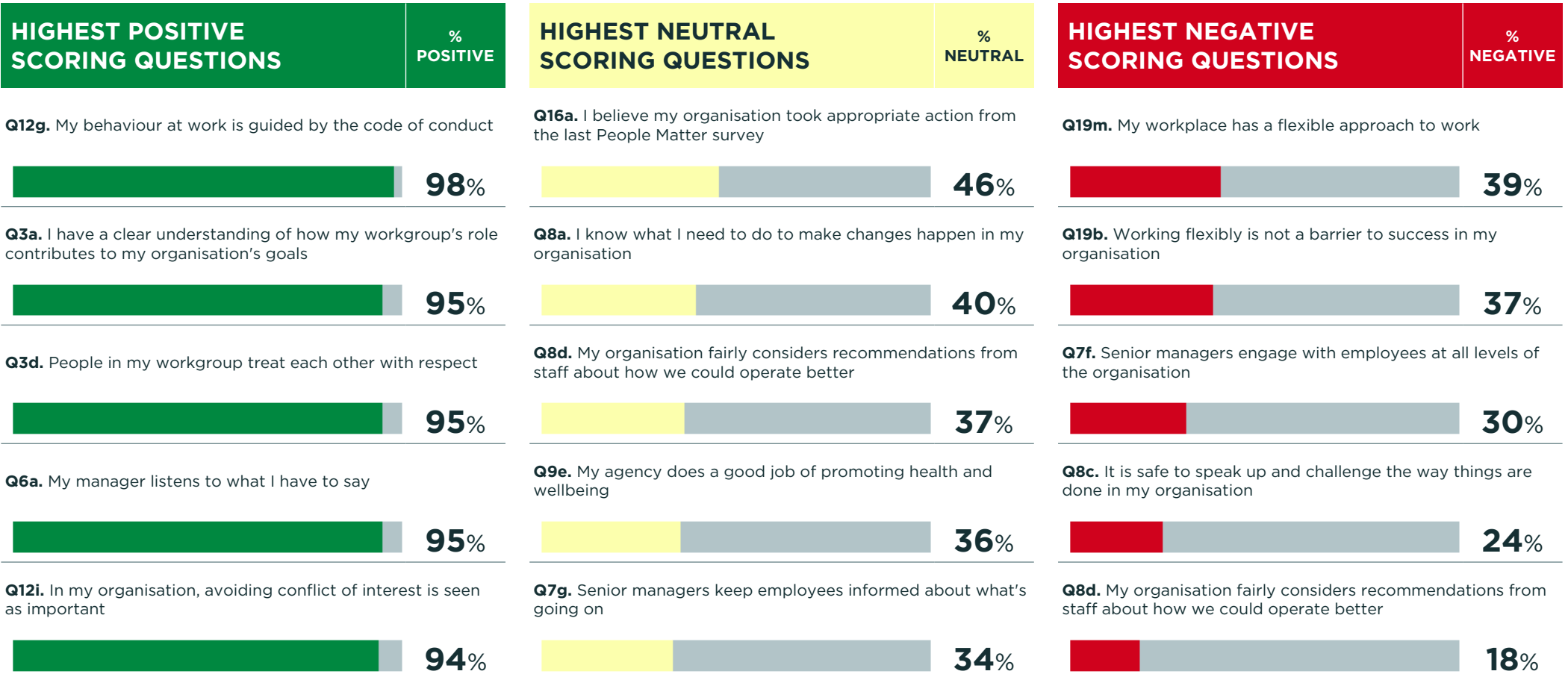
What should be put in place to achieve this?

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



FIND YOUR HIGHEST SCORES

THESE QUESTIONS ARE YOUR HIGHEST SCORING.

- WHAT ARE EMPLOYEES MOST POSITIVE ABOUT? (STRENGTHS)

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

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

EMPLOYEE ENGAGEMENT INDEX



HOW ENGAGED IS YOUR TEAM?

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

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

EMPLOYEE ENGAGEMENT		66%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
SAY	Q15a. I would recommend my organisation as a great place to work	23	40	25	10	62%	-15 ↓	-2	+2
	Q15b. I am proud to tell others I work for my organisation	29	43	22		71%	-7 ↓	+4	+6 ↑
STAY	Q15c. I feel a strong personal attachment to my organisation	20	32	32	14	51%	-8 ↓	0	-4
STRIVE	Q15d. My organisation motivates me to help it achieve its objectives	16	42	29	11	57%	-3	+1	+3
	Q15e. My organisation inspires me to do the best in my job	18	42	24	14	59%	-4	+3	+5 ↑

KEY

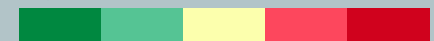


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



KEY DRIVERS OF ENGAGEMENT



WHAT TO FOCUS ON?

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

THEY ARE NOT NECESSARILY THE QUESTIONS WITH THE LOWEST SCORES.

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

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



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

%
POSITIVE

VARIANCE FROM 2021 SURVEY

VARIANCE FROM COMPARATOR GROUP

VARIANCE FROM NTPS

		% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
.1	Q7a. I'm confident that my senior managers have the appropriate capabilities and skills to lead my organisation	78%	-2	+9↑	+15↑
.2	Q7b. Senior managers provide clear strategy and direction	62%	-8↓	+1	+7↑
.3	Q7d. Senior managers model the behaviours expected of employees	68%	-5↓	+4	+10↑
.4	Q7c. The senior management team has a clear vision for the future of the organisation	59%	-9↓	-1	+4
.5	Q11b. Recruitment and promotion decisions in my workplace are based on merit	68%	-7↓	+15↑	+19↑
.6	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	72%	-2	+8↑	+12↑

EMPLOYEE SATISFACTION INDEX



HOW SATISFIED IS YOUR TEAM?

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

EMPLOYEE SATISFACTION	73%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
Q14a. I receive adequate recognition for doing a good job	16	54	21	70%	+3	+8 ↑ +10 ↑		
Q14b. I have the appropriate level of autonomy to do my job effectively	25	62	11	87%	-3	+5 ↑ +7 ↑		
Q14c. There are opportunities to be innovative in my job	16	50	25	9	65%	-3	-2	-4
Q14d. Overall, I am satisfied with my job	23	50	17	9	72%	-3	0	+1
Q14e. Overall, I am satisfied with my organisation as an employer	23	50	16	9	72%	-6 ↓	+2	+7 ↑

KEY

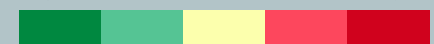


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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		72%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Motivation	Q2g. I believe the work I do is important	38	47	14	84%	-2	-7 ↓	-9 ↓	
	Q15d. My organisation motivates me to help it achieve its objectives	16	42	29	57%	-3	+1	+3	
Purpose	Q8b. I believe in the purpose and objectives of my organisation	27	60	11	87%	+3	+8 ↑	+8 ↑	
	Q15e. My organisation inspires me to do the best in my job	18	42	24	59%	-4	+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



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

BELONGING		76%	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	20	32	32	14	51%	-8 ↓	0	-4	
	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	48	48			95%	-2	+6 ↑	+7 ↑	
Included	Q5f. My manager has talked to me about what I am doing well in my work	18	53	20		71%	+9 ↑	+7 ↑	+11 ↑	
	Q5g. My manager has talked to me about what I could do to improve my performance	11	56	24	9	67%	+9 ↑	+14 ↑	+18 ↑	
	Q6c. My manager involves me in decisions about my work	26	50	18		76%	0	+6 ↑	+7 ↑	
	Q6b. My manager tells me about changes that affect me	30	50	17		80%	-1	+4	+7 ↑	
Respected	Q14a. I receive adequate recognition for doing a good job	16	54	21		70%	+3	+8 ↑	+10 ↑	
	Q3d. People in my workgroup treat each other with respect	52	43			95%	+4	+15 ↑	+16 ↑	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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

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

EMPLOYEE EXPERIENCE



EXPLORE THE FULL RESULTS

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

RECOGNITION	68%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
Q2e. I contribute to my workplace outside of the requirements of my job description	35	52	12	87%	+6 ↑	+2	0	
Q14a. I receive adequate recognition for doing a good job	16	54	21	70%	+3	+8 ↑	+10 ↑	
Q2f. I get adequate recognition for the contributions I make outside of my job description	13	39	36	7	52%	-8 ↓	-1	+2
Q6h. My manager appropriately deals with employees who perform poorly	21	42	30	62%	+5 ↑	+17 ↑	+18 ↑	

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

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

EMPLOYEE HEALTH AND WELLBEING	78%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
Q9d. I am satisfied with the policies/practices in place to help me manage my health and wellbeing	17	50	22	9	67%	-5 ↓	-1	+4
Q9a. My manager thinks employees' wellbeing is important	40	50			89%	0	+7 ↑	+9 ↑
Q9b. Senior managers think employees' wellbeing is important	16	46	23	9	61%	-9 ↓	-8 ↓	-3
Q3d. People in my workgroup treat each other with respect	52	43			95%	+4	+15 ↑	+16 ↑

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
Q9f. I feel burned out by my work		101				
Strongly agree		9	9%	-	-4	-8 ↓
Agree		18	18%	-	-3	-6 ↓
Neither agree nor disagree		26	26%	-	-3	-2
Disagree		40	40%	-	+11 ↑	+14 ↑
Strongly disagree		8	8%	-	-1	+1
Q9g. How often do you find work stressful		101				
Always		2	2%	-	-4	-5 ↓
Often		25	25%	-	-4	-7 ↓
Sometimes		55	54%	-	+7 ↑	+8 ↑
Rarely		19	19%	-	+2	+5 ↑
Never		0	0%	-	-2	-2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

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

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

BULLYING / SEXUAL HARASSMENT	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13a. Bullying/sexual harassment is not tolerated in my organisation	41 47 9	87%	+6 ↑	+7 ↑	+10 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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

Strongly agree | Agree | Neither | Disagree | Strongly disagree

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

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

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13d. Experienced bullying / physical abuse / sexual harassment in the past 12 months		101				
Experienced Bullying (all instances)		5	5%	-5 ↓	-15 ↓	-20 ↓
Experienced Physical Abuse (all instances)		0	0%	-	0	-1
Experienced Sexual Harassment (all instances)		1	1%	-2	-5 ↓	-5 ↓
No		88	87%	+8 ↑	+17 ↑	+22 ↑
Prefer not to say		7	7%	-2	-1	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

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

BULLYING	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13e. Who bullied you?		5				
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.					
Q13f. Have you made a formal complaint about the bullying incident?		5				
Yes	The data for this question has been hidden for anonymity reasons.					
No	The data for this question has been hidden for anonymity reasons.					

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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BULLYING	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
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Q13g. 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.					

Q13i. Did the bullying cause you to take time off work?

5

Yes	The data for this question has been hidden for anonymity reasons.					
No	The data for this question has been hidden for anonymity reasons.					

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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THE RESULTS FOR Q13J ARE PRODUCED BY GROUPING THE INDIVIDUAL RESPONSES TO THIS QUESTION INTO INTERNAL AND EXTERNAL GROUPS OF PEOPLE. FOR EXAMPLE, A CLIENT/CUSTOMER; MEMBER OF THE PUBLIC; CONSULTANT/SERVICE PROVIDER; AND REPRESENTATIVE OF ANOTHER ORGANISATION ARE ALL INCLUDED IN THE EXTERNAL RESULTS. MULTIPLE ANSWERS CAN BE SELECTED (I.E. A CLIENT/CUSTOMER, AS WELL AS A COLLEAGUE), THE PERCENTAGE WILL NOT EQUAL 100%.

PHYSICAL ABUSE	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13j. Who physically abused you?		0				
Internal people (all instances)	The data for this question has been hidden for anonymity reasons.					
External people (all instances)	The data for this question has been hidden for anonymity reasons.					
Q13k. Have you made a formal complaint about the physical abuse?		0				
Yes	The data for this question has been hidden for anonymity reasons.					
No	The data for this question has been hidden for anonymity reasons.					

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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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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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
Q13o. Who sexually harassed you?		1				
Internal people (all instances)	The data for this question has been hidden for anonymity reasons.					
External people (all instances)	The data for this question has been hidden for anonymity reasons.					
Q13p. Have you made a formal complaint about the sexual harassment?		1				
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
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Q13q. If you made a formal complaint, were you satisfied with the way it was handled?

0

Yes	The data for this question has been hidden for anonymity reasons.					
No	The data for this question has been hidden for anonymity reasons.					
Don't Know	The data for this question has been hidden for anonymity reasons.					

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

1

Yes	The data for this question has been hidden for anonymity reasons.					
No	The data for this question has been hidden for anonymity reasons.					

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

WITNESSED BULLYING / SEXUAL HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13b. In the past 12 months, have you witnessed bullying/sexual harassment at work?		101				
Yes		4	4%	-1	-18	-22
No		97	96%	+1	+18	+22
Q13c. What action did you take after witnessing this bullying/sexual harassment?		4				
Spoke about the matter to the person perceived to be the bully		The data for this question has been hidden for anonymity reasons.				
Spoke about the matter to the person perceived to have been bullied		The data for this question has been hidden for anonymity reasons.				
Reported the matter formally or informally		The data for this question has been hidden for anonymity reasons.				
Made a note of the occurrence but took no action		The data for this question has been hidden for anonymity reasons.				
Took no action		The data for this question has been hidden for anonymity reasons.				
Other		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

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	72%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q3d. People in my workgroup treat each other with respect			95%	+4	+15	+16
Q7f. Senior managers engage with employees at all levels of the organisation			44%	-7	-14	-8
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals			95%	-2	+6	+7
Q3b. My workgroup always tries to improve its performance			90%	+6	+10	+9
Q8d. My organisation fairly considers recommendations from staff about how we could operate better			46%	-9	-7	-1
K Q7d. Senior managers model the behaviours expected of employees			68%	-5	+4	+10
Q19a. Personal background is not a barrier to success in my organisation (e.g., cultural, age, disability, sexual)			66%	-12	-3	-2

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

WORKPLACE INCLUSION AND WELLBEING



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

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		79%	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	34	57	8	91%	+4	+6 ↑	+5 ↑	
	Q2d. I clearly understand what I'm expected to do in my job	42	50	9	91%	-3	+6 ↑	+6 ↑	
	Q5f. My manager has talked to me about what I am doing well in my work	18	53	20	71%	+9 ↑	+7 ↑	+11 ↑	
	Q6b. My manager tells me about changes that affect me	30	50	17	80%	-1	+4	+7 ↑	
	Q6c. My manager involves me in decisions about my work	26	50	18	76%	0	+6 ↑	+7 ↑	
	Q7i. My senior managers effectively lead and manage change	15	42	29	12	56%	-8 ↓	-2	+6 ↑
	Q9e. My agency does a good job of promoting health and wellbeing	13	39	36	10	51%	-	-5 ↓	-2
	K Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	14	58	19	72%	-2	+8 ↑	+12 ↑	
	Q12j. In my organisation, improper conduct is not tolerated	36	50	13	86%	0	+18 ↑	+24 ↑	

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.

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		79%	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	21	70%	+3	+8 ↑	+10 ↑
	Q14b. I have the appropriate level of autonomy to do my job effectively	25	62	11	87%	-3	+5 ↑	+7 ↑
	Q18u. In my workplace, the physical environment is a barrier to my success	11	52	35	87%	+3	+18 ↑	+21 ↑
Behaviours	Q3d. People in my workgroup treat each other with respect	52	43		95%	+4	+15 ↑	+16 ↑
	Q6i. My manager's behaviour at work is guided by the NTPS values	44	46	11	89%	+9 ↑	+10 ↑	+13 ↑
	Q6j. My manager encourages behaviours that are consistent with the NTPS values	40	51	8	91%	+3	+12 ↑	+14 ↑
	K Q7d. Senior managers model the behaviours expected of employees	22	47	19	68%	-5 ↓	+4	+10 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

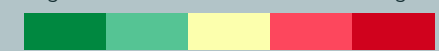


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



WORKPLACE INCLUSION AND WELLBEING



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

WORKPLACE CLIMATE REFERS TO THE OVERALL ATMOSPHERE, ENVIRONMENT, AND CONDITIONS WITHIN A WORKPLACE. IT ENCOMPASSES THE PREVAILING ATTITUDES, BEHAVIOURS, AND INTERACTIONS AMONG EMPLOYEES AND THEIR PERCEPTION OF THE ORGANISATIONAL CULTURE.

WORKPLACE CLIMATE	55%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS			
Q8c. It is safe to speak up and challenge the way things are done in my organisation	10	36	31	16	8	46%	-11↓	-9↓	-3
Q8d. My organisation fairly considers recommendations from staff about how we could operate better		39	37	13		46%	-9↓	-7↓	-1
Q9b. Senior managers think employees' wellbeing is important	16	46	23	9		61%	-9↓	-8↓	-3
Q9c. There is an appropriate level of focus on safety at my workplace	20	60	19			80%	0	+5↑	+8↑
Q19m. My workplace has a flexible approach to work		36	20	30	9	42%	-7↓	-25↓	-20↓

KEY

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Strongly agree Agree Neither Disagree Strongly disagree

CAPABILITY



EXPLORE THE FULL RESULTS

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

PERFORMANCE CONVERSATIONS	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q5a. I have a current performance agreement in place (e.g. My Plan, Capability Enhancement Plan, Workplace Participation Plan, or Plan Do Review)		101				
Yes		87	86%	+16	+23	+31
No		9	9%	-12	-20	-25
Not Sure		5	5%	-4	-4	-5
Q5b. I've received formal feedback on my performance		101				
Yes		80	79%	+15	+17	+28
No		21	21%	-15	-17	-28
Q5c. I've received informal feedback on my performance		101				
Yes		94	93%	+18	+14	+16
No		7	7%	-18	-14	-16

KEY



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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

CAPABILITY



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

PERFORMANCE CONVERSATIONS	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q5e. I receive regular and timely feedback from my manager	18	55	23		73%	+3	+13 ↑	+17 ↑
Q5f. My manager has talked to me about what I am doing well in my work	18	53	20		71%	+9 ↑	+7 ↑	+11 ↑
Q5g. My manager has talked to me about what I could do to improve my performance	11	56	24	9	67%	+9 ↑	+14 ↑	+18 ↑
Q5d. My work performance is assessed against clear criteria	11	69	14		80%	+11 ↑	+23 ↑	+28 ↑
Q4g. My manager discusses my career intentions with me	17	45	24	12	61%	+3	+5 ↑	+7 ↑

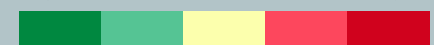
KEY

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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
Q4a. During the past 12 months, have your learning and development needs been identified and agreed with your supervisor?		101				
Yes		91	90%	+9	+14	+19
No		10	10%	-9	-14	-19
Q4b. In the past 12 months, have you done any learning and development activities?		101				
Yes		87	86%	+26	+15	+12
No		14	14%	-26	-15	-12
Q4c. Were the activities linked to a documented learning plan/performance agreement (e.g. My Plan, Capability Enhancement Plan, Workplace Participation Plan, or Plan Do Review)?		87				
Yes		69	79%	+12	+8	+13
No		18	21%	-12	-8	-13

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

CAPABILITY



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

LEARNING AND DEVELOPMENT	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q4f. My manager helps to develop my capability (work-related skills and knowledge)	25	49	17		73%	0	+7 ↑	+8 ↑
Q4d. The learning and development I've done has helped me advance my career	14	38	38	9	52%	-14 ↓	-9 ↓	-11 ↓
Q4e. The learning and development I've done has helped me do my job better	20	56	20		76%	-5 ↓	-5 ↓	-7 ↓

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

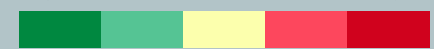


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CAPABILITY



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

SKILLS UTILISATION	87%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
Q2g. I believe the work I do is important	38	47	14	84%	-2	-7 ↓	-9 ↓
Q2d. I clearly understand what I'm expected to do in my job	42	50	9	91%	-3	+6 ↑	+6 ↑
Q14b. I have the appropriate level of autonomy to do my job effectively	25	62	11	87%	-3	+5 ↑	+7 ↑
Q2b. My job allows me to use my skills, knowledge and abilities	34	57	8	91%	+4	+6 ↑	+5 ↑
Q6g. My manager enables the team to do its best	32	48	18	79%	0	+6 ↑	+8 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

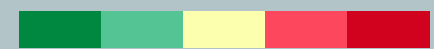


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INNOVATION



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AUTONOMY	90%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
Q2d. I clearly understand what I'm expected to do in my job	42	50	9	91%	-3	+6 ↑	+6 ↑
Q14b. I have the appropriate level of autonomy to do my job effectively	25	62	11	87%	-3	+5 ↑	+7 ↑
Q2b. My job allows me to use my skills, knowledge and abilities	34	57	8	91%	+4	+6 ↑	+5 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

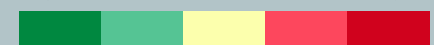


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



INNOVATION



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

CONTINUOUS IMPROVEMENT		66%	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	14	58	19	72%	-2	+8 ↑	+12 ↑
	Q16b. I believe my organisation will take action as a result of this survey	13	46	26	58%	+4	+7 ↑	+18 ↑
	Q8a. I know what I need to do to make changes happen in my organisation	9	36	40	45%	-10 ↓	-9 ↓	-7 ↓
	Q2c. I seek out opportunities to improve my day-to-day performance	36	54	9	90%	-2	0	-1
	Q8c. It is safe to speak up and challenge the way things are done in my organisation	10	36	31	46%	-11 ↓	-9 ↓	-3
	Q8d. My organisation fairly considers recommendations from staff about how we could operate better		39	37	46%	-9 ↓	-7 ↓	-1
	Q3b. My workgroup always tries to improve its performance	40	50	9	90%	+6 ↑	+10 ↑	+9 ↑
	Q14c. There are opportunities to be innovative in my job	16	50	25	65%	-3	-2	-4
	Q10b. My team acts on the feedback we receive from our clients/customers/stakeholders	20	61	19	81%	+1	+9 ↑	+9 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

QUALITY SERVICE DELIVERY



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

QUALITY SERVICE DELIVERY		77%	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	14	58	19	72%	-2	+8 ↑	+12 ↑
	Q10e. In my organisation, we put the client/customer/stakeholder at the centre of everything we do	24	50	25	74%	+1	+2	+4
	Q10c. In my organisation, earning and sustaining a high level of public trust is seen as important	49	44	8	92%	-4	+10 ↑	+10 ↑
	Q10d. My organisation provides high-quality services to the Northern Territory community	38	54		92%	+4	+15 ↑	+15 ↑
	Q3c. People in my workgroup use their time and resources efficiently	30	52	13	82%	-3	+12 ↑	+11 ↑
	Q8f. There is good collaboration between my organisation and other agencies or organisations we work with	9	56	27	65%	-5 ↓	+8 ↑	+13 ↑
	Q8e. There is good cooperation between teams across our organisation	13	50	25	63%	-7 ↓	+11 ↑	+13 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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Strongly agree Agree Neither Disagree Strongly disagree

MANAGERS



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

VISION AND PURPOSE	90%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2g. I believe the work I do is important		38 47 14	84%	-2	-7 ↓	-9 ↓
Q2d. I clearly understand what I'm expected to do in my job		42 50 9	91%	-3	+6 ↑	+6 ↑
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals		48 48	95%	-2	+6 ↑	+7 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

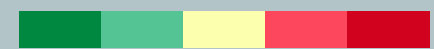


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



MANAGERS



EXPLORE THE FULL RESULTS

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

COMMUNICATION	73%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
Q4g. My manager discusses my career intentions with me	17	45	24	12	61%	+3	+5 ↑	+7 ↑
Q6g. My manager enables the team to do its best	32	48	18		79%	0	+6 ↑	+8 ↑
Q5f. My manager has talked to me about what I am doing well in my work	18	53	20		71%	+9 ↑	+7 ↑	+11 ↑
Q5g. My manager has talked to me about what I could do to improve my performance	11	56	24	9	67%	+9 ↑	+14 ↑	+18 ↑
Q6c. My manager involves me in decisions about my work	26	50	18		76%	0	+6 ↑	+7 ↑
Q6b. My manager tells me about changes that affect me	30	50	17		80%	-1	+4	+7 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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

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

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INTEGRITY AND ACCOUNTABILITY	84%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q12d. I would be confident to approach my manager to discuss concerns or grievances	31	55	11	86%	-2	+5 ↑ +7 ↑
Q6d. My manager is objective when making decisions	30	55	14	85%	+2	+13 ↑ +17 ↑
Q6j. My manager encourages behaviours that are consistent with the NTPS values	40	51	8	91%	+3	+12 ↑ +14 ↑
Q6e. My manager is an effective decision maker	34	46	17	79%	-6 ↓	+7 ↑ +9 ↑
Q6a. My manager listens to what I have to say	38	57		95%	+7 ↑	+15 ↑ +17 ↑
Q6f. My manager thinks avoiding conflicts of interest is important	51	37	8	88%	+3	+14 ↑ +18 ↑
Q6h. My manager appropriately deals with employees who perform poorly	21	42	30	62%	+5 ↑	+17 ↑ +18 ↑

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SENIOR MANAGERS



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VISION AND PURPOSE		70%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
	Q8b. I believe in the purpose and objectives of my organisation	27	60	11	87%	+3	+8 ↑	+8 ↑	
K	Q7c. The senior management team has a clear vision for the future of the organisation	19	41	31	8	59%	-9 ↓	-1	+4
K	Q7b. Senior managers provide clear strategy and direction	22	41	29	8	62%	-8 ↓	+1	+7 ↑

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SENIOR MANAGERS



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COMMUNICATION	55%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS			
Q7h. Communications about change from senior managers are timely	13	38	34	12	50%	-6 ↓	-7 ↓	0	
Q7f. Senior managers engage with employees at all levels of the organisation	14	30	27	16	14	44%	-7 ↓	-14 ↓	-8 ↓
Q7g. Senior managers keep employees informed about what's going on	12	42	34	9	53%	-3	-7 ↓	+1	
Q7e. The senior managers in my organisation make timely decisions	18	53	25		71%	+9 ↑	+15 ↑	+22 ↑	

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INTEGRITY AND ACCOUNTABILITY		81%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
K	Q7a. I'm confident that my senior managers have the appropriate capabilities and skills to lead my organisation	24	54	15	78%	-2	+9 ↑	+15 ↑	
K	Q7d. Senior managers model the behaviours expected of employees	22	47	19	10	68%	-5 ↓	+4	+10 ↑
	Q12k. In my organisation, behaving impartially is important	40	51	9	91%	+5 ↑	+15 ↑	+21 ↑	
	Q12j. In my organisation, improper conduct is not tolerated	36	50	13	86%	0	+18 ↑	+24 ↑	

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GOVERNANCE



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		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	15	42	29	12	56%	-8 ↓	-2	+6 ↑
	Q6b. My manager tells me about changes that affect me	30	50	17		80%	-1	+4	+7 ↑
Code of Conduct	Q12g. My behaviour at work is guided by the code of conduct	50	49			98%	+9 ↑	+4	+5 ↑
	Q12h. My manager's behaviour at work is guided by the code of conduct	45	49			93%	+5 ↑	+9 ↑	+10 ↑
Merit	Q11a. People recruited to my organisation seem to have the right skills for the job	17	62	17		79%	-9 ↓	+25 ↑	+27 ↑
	K Q11b. Recruitment and promotion decisions in my workplace are based on merit	18	50	22	8	68%	-7 ↓	+15 ↑	+19 ↑
NTPS Values	Q2a. My behaviour at work is guided by the NTPS values	48	46			93%	+10 ↑	+3	+6 ↑
	Q6i. My manager's behaviour at work is guided by the NTPS values	44	46	11		89%	+9 ↑	+10 ↑	+13 ↑
WHS	Q9c. There is an appropriate level of focus on safety at my workplace	20	60	19		80%	0	+5 ↑	+8 ↑

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GOVERNANCE



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

ORGANISATIONAL ACCOUNTABILITY	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q12a. I am aware of my obligations under the NTPS Code of Conduct (or the code of conduct that applies to you)		101				
Yes		100	99%	+2	0	+1
No		1	1%	-2	0	-1

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ORGANISATIONAL ACCOUNTABILITY		79%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
	Q12d. I would be confident to approach my manager to discuss concerns or grievances	31	55	11	86%	-2	+5 ↑ +7 ↑	
	Q12i. In my organisation, avoiding conflict of interest is seen as important	53	41		94%	+7 ↑ +14 ↑ +18 ↑		
	Q12j. In my organisation, improper conduct is not tolerated	36	50	13	86%	0	+18 ↑ +24 ↑	
	Q3c. People in my workgroup use their time and resources efficiently	30	52	13	82%	-3	+12 ↑ +11 ↑	
K	Q11b. Recruitment and promotion decisions in my workplace are based on merit	18	50	22	8	68%	-7 ↓ +15 ↑ +19 ↑	
	Q12e. I am confident that I would be protected from reprisal for reporting improper conduct	16	52	22		68%	+6 ↑ +6 ↑ +11 ↑	
	Q12f. I am confident that if I reported improper conduct in my organisation, it would be investigated in a thorough and objective way	18	52	25		70%	+2	+12 ↑ +18 ↑

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Q12b. I have witnessed improper conduct		101				
Yes		7	7%	-2	-21↓	-28↓
No		94	93%	+2	+21↑	+28↑
Q12c. I know what to do to report improper conduct in my organisation		101				
Yes		99	98%	+17↑	+4	+7↑
No		2	2%	-17↓	-4	-7↓

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TAKING ACTION



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TAKING ACTION	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q16a. I believe my organisation took appropriate action from the last People Matter survey	11	32	46		43%	-	+4	+14 ↑
Q16b. I believe my organisation will take action as a result of this survey	13	46	26	11	58%	+4	+7 ↑	+18 ↑

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