



NT PEOPLE MATTER SURVEY 2023

Office of the Commissioner for Public Employment

RESPONSE RATE:

89%

RESPONSES:

31
of 35

YOUR EMPLOYEE ENGAGEMENT SCORE:

77%



VARIANCE from 2021 SURVEY:

-2

VARIANCE from NTPS:

↑ +13

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:

90%



VARIANCE from 2021 SURVEY:

-2

VARIANCE from NTPS:

↑ +21



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

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

100%

Q2b. My job allows me to use my skills, knowledge and abilities

100%

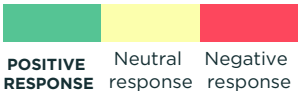
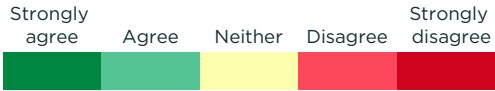
Q2c. I seek out opportunities to improve my day-to-day performance

100%

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.



$$\frac{\text{number of respondents who answered the question}}{\text{number of respondents who answered the question}} = \% \text{ POSITIVE}$$

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

HIGHEST POSITIVE SCORING QUESTIONS	% POSITIVE	HIGHEST NEUTRAL SCORING QUESTIONS	% NEUTRAL	HIGHEST NEGATIVE SCORING QUESTIONS	% NEGATIVE
Q2a. My behaviour at work is guided by the NTPS values	100%	Q15c. I feel a strong personal attachment to my organisation	32%	Q8c. It is safe to speak up and challenge the way things are done in my organisation	13%
Q2b. My job allows me to use my skills, knowledge and abilities	100%	Q16a. I believe my organisation took appropriate action from the last People Matter survey	26%	Q4g. My manager discusses my career intentions with me	10%
Q2c. I seek out opportunities to improve my day-to-day performance	100%	Q6h. My manager appropriately deals with employees who perform poorly	23%	Q7d. Senior managers model the behaviours expected of employees	10%
Q2g. I believe the work I do is important	100%	Q8a. I know what I need to do to make changes happen in my organisation	23%	Q5e. I receive regular and timely feedback from my manager	6%
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	100%	Q15e. My organisation inspires me to do the best in my job	23%	Q5g. My manager has talked to me about what I could do to improve my performance	6%



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		77%	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	32	65	97%	+6 ↑	+32 ↑	+36 ↑	
	Q15b. I am proud to tell others I work for my organisation	29	55	16	84%	-10 ↓	+17 ↑	+18 ↑
STAY	Q15c. I feel a strong personal attachment to my organisation	26	39	32	65%	-8 ↓	+13 ↑	+9 ↑
STRIVE	Q15d. My organisation motivates me to help it achieve its objectives	23	58	19	81%	+2	+24 ↑	+26 ↑
	Q15e. My organisation inspires me to do the best in my job	29	48	23	77%	+5 ↑	+21 ↑	+23 ↑

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
.1	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	81%	+8↑	+28↑	+34↑
.2	Q7d. Senior managers model the behaviours expected of employees	84%	+2	+20↑	+26↑
.3	Q7f. Senior managers engage with employees at all levels of the organisation	94%	+6↑	+36↑	+42↑
.4	Q7c. The senior management team has a clear vision for the future of the organisation	81%	-4	+21↑	+26↑
.5	Q8c. It is safe to speak up and challenge the way things are done in my organisation	77%	+8↑	+23↑	+29↑
.6	Q7b. Senior managers provide clear strategy and direction	84%	-4	+23↑	+28↑

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	90%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q14a. I receive adequate recognition for doing a good job	39	52	10	90%	-1	+28 ↑ +30 ↑
Q14b. I have the appropriate level of autonomy to do my job effectively	52	48		100%	+6 ↑	+18 ↑ +19 ↑
Q14c. There are opportunities to be innovative in my job	32	52	16	84%	-10 ↓	+17 ↑ +14 ↑
Q14d. Overall, I am satisfied with my job	29	58	13	87%	-1	+15 ↑ +15 ↑
Q14e. Overall, I am satisfied with my organisation as an employer	32	58		90%	-4	+20 ↑ +25 ↑

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		89%	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	52		100%	+6 ↑	+9 ↑	+7 ↑
	Q15d. My organisation motivates me to help it achieve its objectives	23	58	19	81%	+2	+24 ↑	+26 ↑
Purpose	Q8b. I believe in the purpose and objectives of my organisation	45	52		97%	+3	+18 ↑	+17 ↑
	Q15e. My organisation inspires me to do the best in my job	29	48	23	77%	+5 ↑	+21 ↑	+23 ↑

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



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

BELONGING		87%	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	26	39	32	65%	-8 ↓	+13 ↑	+9 ↑
	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	55	45		100%	+3	+11 ↑	+12 ↑
Included	Q5f. My manager has talked to me about what I am doing well in my work	32	55	10	87%	-1	+23 ↑	+26 ↑
	Q5g. My manager has talked to me about what I could do to improve my performance	19	55	19	74%	-8 ↓	+21 ↑	+25 ↑
	Q6c. My manager involves me in decisions about my work	55	35		90%	-1	+20 ↑	+21 ↑
	Q6b. My manager tells me about changes that affect me	45	42		87%	-1	+11 ↑	+14 ↑
Respected	Q14a. I receive adequate recognition for doing a good job	39	52	10	90%	-1	+28 ↑	+30 ↑
	Q3d. People in my workgroup treat each other with respect	61	39		100%	+3	+20 ↑	+21 ↑

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



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

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

RECOGNITION	85%	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	39	55	94%	+18 ↑	+8 ↑	+6 ↑
Q14a. I receive adequate recognition for doing a good job	39	52	90%	-1	+28 ↑	+30 ↑
Q2f. I get adequate recognition for the contributions I make outside of my job description	30	53	83%	-5 ↓	+30 ↑	+34 ↑
Q6h. My manager appropriately deals with employees who perform poorly	23	52	74%	-2	+29 ↑	+30 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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

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

EMPLOYEE EXPERIENCE



EXPLORE THE FULL RESULTS

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

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

EMPLOYEE HEALTH AND WELLBEING	94%	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	42	48	10	90%	+5 ↑	+22 ↑	+27 ↑
Q9a. My manager thinks employees' wellbeing is important	65	32		97%	+3	+15 ↑	+17 ↑
Q9b. Senior managers think employees' wellbeing is important	48	42	10	90%	-1	+21 ↑	+26 ↑
Q3d. People in my workgroup treat each other with respect	61	39		100%	+3	+20 ↑	+21 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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

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

EMPLOYEE EXPERIENCE



EXPLORE THE FULL RESULTS

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

THE STRESS AND BURNOUT QUESTIONS ON THIS PAGE ARE REPORTED SEPARATELY AND ARE NOT INCLUDED IN THE OVERALL SCORE FOR EMPLOYEE HEALTH AND WELLBEING.

EMPLOYEE HEALTH AND WELLBEING	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q9f. I feel burned out by my work		31				
Strongly agree		1	3%	-	-10 ↓	-14 ↓
Agree		6	19%	-	-2	-4
Neither agree nor disagree		9	29%	-	0	+1
Disagree		12	39%	-	+10 ↑	+14 ↑
Strongly disagree		3	10%	-	+1	+3
Q9g. How often do you find work stressful		31				
Always		0	0%	-	-6 ↓	-7 ↓
Often		8	26%	-	-3	-6 ↓
Sometimes		19	61%	-	+14 ↑	+15 ↑
Rarely		4	13%	-	-3	0
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	61 / 39	100%	+21 ↑	+19 ↑	+23 ↑

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)

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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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		31				
Experienced Bullying (all instances)		1	3%	-9↓	-17↓	-22↓
Experienced Physical Abuse (all instances)		0	0%	-	0	-1
Experienced Sexual Harassment (all instances)		0	0%	-9↓	-6↓	-6↓
No		29	94%	+6↑	+23↑	+28↑
Prefer not to say		1	3%	+3	-5↓	-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 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?		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.					
Q13f. Have you made a formal complaint about the bullying incident?		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

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
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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?

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

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

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

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

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

PHYSICAL ABUSE	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
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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

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

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

SEXUAL HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q130. Who sexually harassed you?		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.					
Q13p. Have you made a formal complaint about the sexual harassment?		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



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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?

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



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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?		31				
Yes		6	19%	+4	-3	-6
No		25	81%	-4	+3	+6
Q13c. What action did you take after witnessing this bullying/sexual harassment?		6				
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		92%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
	Q3d. People in my workgroup treat each other with respect	61	39	100%	+3	+20 ↑	+21 ↑	
K	Q7f. Senior managers engage with employees at all levels of the organisation	45	48	94%	+6 ↑	+36 ↑	+42 ↑	
	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	55	45	100%	+3	+11 ↑	+12 ↑	
	Q3b. My workgroup always tries to improve its performance	48	52	100%	+3	+20 ↑	+19 ↑	
K	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	19	61	16	81%	+8 ↑	+28 ↑	+34 ↑
K	Q7d. Senior managers model the behaviours expected of employees	42	42	13	84%	+2	+20 ↑	+26 ↑
	Q19a. Personal background is not a barrier to success in my organisation (e.g., cultural, age, disability, sexual)	39	48	13	87%	+8 ↑	+17 ↑	+19 ↑

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)

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	91%	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	45	55	100%	+3	+14 ↑	+14 ↑	
	Q2d. I clearly understand what I'm expected to do in my job	52	35	10	87%	+5 ↑	+2	
	Q5f. My manager has talked to me about what I am doing well in my work	32	55	10	87%	-1	+23 ↑	+26 ↑
	Q6b. My manager tells me about changes that affect me	45	42		87%	-1	+11 ↑	+14 ↑
	Q6c. My manager involves me in decisions about my work	55	35		90%	-1	+20 ↑	+21 ↑
	Q7i. My senior managers effectively lead and manage change	32	52	13	84%	+2	+26 ↑	+33 ↑
	Q9e. My agency does a good job of promoting health and wellbeing	42	39	16	81%	-	+25 ↑	+27 ↑
	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	19	71	10	90%	+2	+26 ↑	+30 ↑
	Q12j. In my organisation, improper conduct is not tolerated	48	42	10	90%	-1	+22 ↑	+28 ↑

KEY

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Strongly agree Agree Neither Disagree Strongly disagree

WORKPLACE INCLUSION AND WELLBEING



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WORKPLACE WELLBEING		91%	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	39	52	10	90%	-1	+28 ↑ +30 ↑
	Q14b. I have the appropriate level of autonomy to do my job effectively	52	48		100%	+6 ↑	+18 ↑ +19 ↑
	Q18u. In my workplace, the physical environment is a barrier to my success	19	39	42	81%	-10 ↓	+12 ↑ +14 ↑
Behaviours	Q3d. People in my workgroup treat each other with respect	61	39		100%	+3	+20 ↑ +21 ↑
	Q6i. My manager's behaviour at work is guided by the NTPS values	48	52		100%	+3	+21 ↑ +24 ↑
	Q6j. My manager encourages behaviours that are consistent with the NTPS values	52	45		97%	0	+17 ↑ +19 ↑
	K Q7d. Senior managers model the behaviours expected of employees	42	42		84%	+2	+20 ↑ +26 ↑

KEY

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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		88%	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	29	48	10 13	77%	+8 ↑	+23 ↑	+29 ↑
K	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	19	61	16	81%	+8 ↑	+28 ↑	+34 ↑
	Q9b. Senior managers think employees' wellbeing is important	48	42	10	90%	-1	+21 ↑	+26 ↑
	Q9c. There is an appropriate level of focus on safety at my workplace	39	55		94%	+6 ↑	+19 ↑	+21 ↑
	Q19m. My workplace has a flexible approach to work	61	35		97%	0	+30 ↑	+35 ↑

KEY

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↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

CAPABILITY



EXPLORE THE FULL RESULTS

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

PERFORMANCE CONVERSATIONS	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q5a. I have a current performance agreement in place (e.g. My Plan, Capability Enhancement Plan, Workplace Participation Plan, or Plan Do Review)		31				
Yes		22	71%	-20 ↓	+8 ↑	+16 ↑
No		8	26%	+20 ↑	-3	-8 ↓
Not Sure		1	3%	0	-5 ↓	-7 ↓
Q5b. I've received formal feedback on my performance		31				
Yes		24	77%	-13 ↓	+16 ↑	+26 ↑
No		7	23%	+13 ↑	-16 ↓	-26 ↓
Q5c. I've received informal feedback on my performance		31				
Yes		29	94%	0	+14 ↑	+17 ↑
No		2	6%	0	-14 ↓	-17 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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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	32	55			87%	-4	+27 ↑	+31 ↑
Q5f. My manager has talked to me about what I am doing well in my work	32	55	10		87%	-1	+23 ↑	+26 ↑
Q5g. My manager has talked to me about what I could do to improve my performance	19	55	19		74%	-8 ↓	+21 ↑	+25 ↑
Q5d. My work performance is assessed against clear criteria	29	52	16		81%	-4	+23 ↑	+28 ↑
Q4g. My manager discusses my career intentions with me	35	39	16	10	74%	-17 ↓	+18 ↑	+19 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

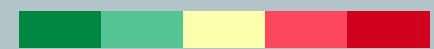


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



CAPABILITY



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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?		31				
Yes		27	87%	-7 ↓	+11 ↑	+16 ↑
No		4	13%	+7 ↑	-11 ↓	-16 ↓
Q4b. In the past 12 months, have you done any learning and development activities?		31				
Yes		25	81%	+8 ↑	+9 ↑	+7 ↑
No		6	19%	-8 ↓	-9 ↓	-7 ↓
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)?		25				
Yes		19	76%	-12 ↓	+5 ↑	+10 ↑
No		6	24%	+12 ↑	-5 ↓	-10 ↓

KEY



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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)	39	45	13	84%	-7 ↓	+17 ↑	+19 ↑
Q4d. The learning and development I've done has helped me advance my career	20	64	8	84%	+22 ↑	+23 ↑	+21 ↑
Q4e. The learning and development I've done has helped me do my job better	32	56	12	88%	-4	+7 ↑	+5 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

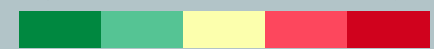


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CAPABILITY



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

SKILLS UTILISATION	94%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2g. I believe the work I do is important	48	52	100%	+6 ↑	+9 ↑	+7 ↑
Q2d. I clearly understand what I'm expected to do in my job	52	35 10	87%	+5 ↑	+2	+2
Q14b. I have the appropriate level of autonomy to do my job effectively	52	48	100%	+6 ↑	+18 ↑	+19 ↑
Q2b. My job allows me to use my skills, knowledge and abilities	45	55	100%	+3	+14 ↑	+14 ↑
Q6g. My manager enables the team to do its best	45	39 16	84%	-4	+11 ↑	+13 ↑

KEY

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INNOVATION



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

AUTONOMY	96%	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	52	35 10	87%	+5 ↑	+2	+2
Q14b. I have the appropriate level of autonomy to do my job effectively	52	48	100%	+6 ↑	+18 ↑	+19 ↑
Q2b. My job allows me to use my skills, knowledge and abilities	45	55	100%	+3	+14 ↑	+14 ↑

KEY

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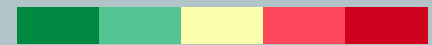


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INNOVATION



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CONTINUOUS IMPROVEMENT		89%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	19	71	10	90%	+2	+26 ↑	+30 ↑
	Q16b. I believe my organisation will take action as a result of this survey	32	61		94%	+3	+42 ↑	+53 ↑
	Q8a. I know what I need to do to make changes happen in my organisation	19	58	23	77%	+8 ↑	+23 ↑	+26 ↑
	Q2c. I seek out opportunities to improve my day-to-day performance	35	65		100%	+6 ↑	+10 ↑	+9 ↑
K	Q8c. It is safe to speak up and challenge the way things are done in my organisation	29	48	10 13	77%	+8 ↑	+23 ↑	+29 ↑
K	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	19	61	16	81%	+8 ↑	+28 ↑	+34 ↑
	Q3b. My workgroup always tries to improve its performance	48	52		100%	+3	+20 ↑	+19 ↑
	Q14c. There are opportunities to be innovative in my job	32	52	16	84%	-10 ↓	+17 ↑	+14 ↑
	Q10b. My team acts on the feedback we receive from our clients/customers/stakeholders	19	74		94%	+3	+21 ↑	+21 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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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	91%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	19	71	10	90%	+2	+26 ↑ +30 ↑
Q10e. In my organisation, we put the client/customer/stakeholder at the centre of everything we do	32	68		100%	+15 ↑	+28 ↑ +30 ↑
Q10c. In my organisation, earning and sustaining a high level of public trust is seen as important	55	35	10	90%	-10 ↓	+8 ↑ +8 ↑
Q10d. My organisation provides high-quality services to the Northern Territory community	52	39	10	90%	-1	+13 ↑ +13 ↑
Q3c. People in my workgroup use their time and resources efficiently	39	52	10	90%	-1	+20 ↑ +19 ↑
Q8f. There is good collaboration between my organisation and other agencies or organisations we work with	23	65	13	87%	-1	+30 ↑ +35 ↑
Q8e. There is good cooperation between teams across our organisation	26	61	10	87%	+5 ↑	+34 ↑ +37 ↑

KEY

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

MANAGERS



EXPLORE THE FULL RESULTS

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

VISION AND PURPOSE	96%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2g. I believe the work I do is important		48 52	100%	+6 ↑	+9 ↑	+7 ↑
Q2d. I clearly understand what I'm expected to do in my job		52 35 10	87%	+5 ↑	+2	+2
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals		55 45	100%	+3	+11 ↑	+12 ↑

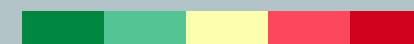
KEY

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MANAGERS



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

COMMUNICATION	83%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
Q4g. My manager discusses my career intentions with me	35	39	16	10	74%	-17 ↓	+18 ↑	+19 ↑
Q6g. My manager enables the team to do its best	45	39	16		84%	-4	+11 ↑	+13 ↑
Q5f. My manager has talked to me about what I am doing well in my work	32	55	10		87%	-1	+23 ↑	+26 ↑
Q5g. My manager has talked to me about what I could do to improve my performance	19	55	19		74%	-8 ↓	+21 ↑	+25 ↑
Q6c. My manager involves me in decisions about my work	55	35			90%	-1	+20 ↑	+21 ↑
Q6b. My manager tells me about changes that affect me	45	42			87%	-1	+11 ↑	+14 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

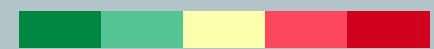


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



MANAGERS



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

INTEGRITY AND ACCOUNTABILITY	92%	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	42	58	100%	+6 ↑	+19 ↑	+21 ↑
Q6d. My manager is objective when making decisions	42	52	94%	+6 ↑	+22 ↑	+25 ↑
Q6j. My manager encourages behaviours that are consistent with the NTPS values	52	45	97%	0	+17 ↑	+19 ↑
Q6e. My manager is an effective decision maker	48	45	94%	+6 ↑	+21 ↑	+23 ↑
Q6a. My manager listens to what I have to say	52	45	97%	+3	+16 ↑	+18 ↑
Q6f. My manager thinks avoiding conflicts of interest is important	48	42	90%	-1	+17 ↑	+20 ↑
Q6h. My manager appropriately deals with employees who perform poorly	23	52	74%	-2	+29 ↑	+30 ↑

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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VISION AND PURPOSE		87%	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	45	52	97%	+3	+18 ↑	+17 ↑	
K	Q7c. The senior management team has a clear vision for the future of the organisation	39	42	16	81%	-4	+21 ↑	+26 ↑
K	Q7b. Senior managers provide clear strategy and direction	35	48	16	84%	-4	+23 ↑	+28 ↑

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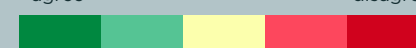


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COMMUNICATION		85%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	Q7h. Communications about change from senior managers are timely	29	48	16	77%	-4	+20 ↑	+27 ↑
K	Q7f. Senior managers engage with employees at all levels of the organisation	45	48		94%	+6 ↑	+36 ↑	+42 ↑
	Q7g. Senior managers keep employees informed about what's going on	29	58		87%	+5 ↑	+27 ↑	+34 ↑
	Q7e. The senior managers in my organisation make timely decisions	29	52	16	81%	+2	+25 ↑	+32 ↑

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SENIOR MANAGERS



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INTEGRITY AND ACCOUNTABILITY		92%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	Q7a. I'm confident that my senior managers have the appropriate capabilities and skills to lead my organisation	45	48	94%	+3	+24 ↑	+31 ↑
K	Q7d. Senior managers model the behaviours expected of employees	42	42	84%	+2	+20 ↑	+26 ↑
	Q12k. In my organisation, behaving impartially is important	52	48	100%	+6 ↑	+24 ↑	+30 ↑
	Q12j. In my organisation, improper conduct is not tolerated	48	42	90%	-1	+22 ↑	+28 ↑

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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	32 52 13	84%	+2	+26 ↑	+33 ↑
	Q6b. My manager tells me about changes that affect me	45 42	87%	-1	+11 ↑	+14 ↑
Code of Conduct	Q12g. My behaviour at work is guided by the code of conduct	52 48	100%	0	+6 ↑	+7 ↑
	Q12h. My manager's behaviour at work is guided by the code of conduct	48 52	100%	+3	+16 ↑	+17 ↑
Merit	Q11a. People recruited to my organisation seem to have the right skills for the job	26 71	97%	+3	+42 ↑	+44 ↑
	Q11b. Recruitment and promotion decisions in my workplace are based on merit	45 52	97%	+12 ↑	+43 ↑	+47 ↑
NTPS Values	Q2a. My behaviour at work is guided by the NTPS values	52 48	100%	+3	+10 ↑	+13 ↑
	Q6i. My manager's behaviour at work is guided by the NTPS values	48 52	100%	+3	+21 ↑	+24 ↑
WHS	Q9c. There is an appropriate level of focus on safety at my workplace	39 55	94%	+6 ↑	+19 ↑	+21 ↑

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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)		31				
Yes		31	100%	0	+1	+2
No		0	0%	0	-1	-2

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ORGANISATIONAL ACCOUNTABILITY	93%	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	42	58	100%	+6 ↑	+19 ↑	+21 ↑	
Q12i. In my organisation, avoiding conflict of interest is seen as important	45	48	94%	+3	+13 ↑	+17 ↑	
Q12j. In my organisation, improper conduct is not tolerated	48	42	10	90%	-1	+22 ↑	+28 ↑
Q3c. People in my workgroup use their time and resources efficiently	39	52	10	90%	-1	+20 ↑	+19 ↑
Q11b. Recruitment and promotion decisions in my workplace are based on merit	45	52		97%	+12 ↑	+43 ↑	+47 ↑
Q12e. I am confident that I would be protected from reprisal for reporting improper conduct	42	45	13	87%	+2	+25 ↑	+29 ↑
Q12f. I am confident that if I reported improper conduct in my organisation, it would be investigated in a thorough and objective way	35	55	10	90%	+2	+32 ↑	+38 ↑

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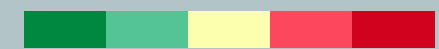


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ORGANISATIONAL ACCOUNTABILITY	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q12b. I have witnessed improper conduct		31				
Yes		3	10%	-2	-19	-25
No		28	90%	+2	+19	+25
Q12c. I know what to do to report improper conduct in my organisation		31				
Yes		31	100%	+3	+6	+9
No		0	0%	-3	-6	-9

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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	32	42	26	74%	-	+36 ↑	+45 ↑
Q16b. I believe my organisation will take action as a result of this survey	32	61		94%	+3	+42 ↑	+53 ↑

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