



NT PEOPLE MATTER SURVEY 2023

Department of Industry, Tourism and Trade

RESPONSE RATE:

66%

RESPONSES:

541
of 820

YOUR EMPLOYEE ENGAGEMENT SCORE:

67%



VARIANCE from 2021 SURVEY: +3

VARIANCE from NTPS: +3

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:

75%



VARIANCE from 2021 SURVEY: +5

VARIANCE from NTPS: +6



WHAT NOW?

1. EXPLORE TAKE TIME TO UNDERSTAND THE RESULTS IN THIS REPORT.

2. DISCUSS IDENTIFY WITH YOUR TEAM THE THINGS TO CELEBRATE (STRENGTHS) OR IMPROVE (ACTION AREAS).

3. DEVELOP DEVELOP A PLAN OF ACTION USING TEMPLATE AT THE BACK OF THIS REPORT.



EEO GROUP ENGAGEMENT SCORES:

ENGAGEMENT SCORES

ATSI - Yes 64%

DISABILITY - Yes 58%

AGE - 55+ YRS 64%



HIGHEST SCORING QUESTIONS:

% POSITIVE

Q12g. My behaviour at work is guided by the code of conduct 93%

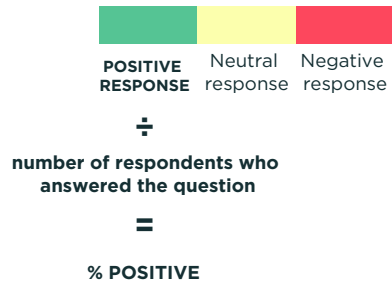
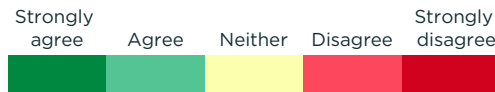
Q2g. I believe the work I do is important 92%

Q2c. I seek out opportunities to improve my day-to-day performance 90%

GUIDE TO THIS REPORT

% POSITIVE

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



ROUNDING

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

	STRONGLY AGREE	AGREE	NEITHER	DISAGREE	STRONGLY DISAGREE	TOTAL
NUMBER OF RESPONSES	151	166	176	96	24	613
PERCENTAGE	24.63%	27.08%	28.71%	15.66%	3.92%	100%
ROUNDED PERCENTAGE	25%	27%	29%	16%	4%	101%
NUMBER OF POSITIVE	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 INDUSTRY REGULATION&/OR PUBLIC INFRASTRUCTURE

DEFINITIONS

RESTRICTED - INDICATES A GROUP WITH LESS THAN 10 RESPONDENTS

'-' - INDICATES DATA NOT AVAILABLE

TIPS & SUGGESTIONS

01.

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

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



UNDERSTANDING YOUR REPORT AND GETTING TO ACTION!

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

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

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

ARE THERE ANY SCORES THAT ARE UNEXPECTED?

Identify areas that need improvement.

02.

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

03.

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

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

04.

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

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

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

05.

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

What should be put in place to achieve this?

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

Is there room for improvement?

06.

HEADLINE SCORES

HIGHEST POSITIVE SCORING QUESTIONS	% POSITIVE	HIGHEST NEUTRAL SCORING QUESTIONS	% NEUTRAL	HIGHEST NEGATIVE SCORING QUESTIONS	% NEGATIVE
Q12g. My behaviour at work is guided by the code of conduct	93%	Q16a. I believe my organisation took appropriate action from the last People Matter survey	56%	Q8e. There is good cooperation between teams across our organisation	21%
Q2g. I believe the work I do is important	92%	Q16b. I believe my organisation will take action as a result of this survey	41%	Q16b. I believe my organisation will take action as a result of this survey	20%
Q2c. I seek out opportunities to improve my day-to-day performance	90%	Q6h. My manager appropriately deals with employees who perform poorly	40%	Q8c. It is safe to speak up and challenge the way things are done in my organisation	20%
Q2a. My behaviour at work is guided by the NTPS values	89%	Q8a. I know what I need to do to make changes happen in my organisation	35%	Q7f. Senior managers engage with employees at all levels of the organisation	20%
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	89%	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	33%	Q5g. My manager has talked to me about what I could do to improve my performance	20%



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		67%	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	21	49	21	70%	+13 ↑	+2	+10 ↑
	Q15b. I am proud to tell others I work for my organisation	24	47	23	71%	+7 ↑	0	+5 ↑
STAY	Q15c. I feel a strong personal attachment to my organisation	18	36	31	54%	-4	-4	-1
STRIVE	Q15d. My organisation motivates me to help it achieve its objectives	15	44	29	59%	+7 ↑	-1	+5 ↑
	Q15e. My organisation inspires me to do the best in my job	17	40	30	58%	+7 ↑	-1	+3

KEY

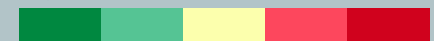


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	50%	+6	-1	+3
.2	Q12e. I am confident that I would be protected from reprisal for reporting improper conduct	60%	+1	-1	+2
.3	Q8c. It is safe to speak up and challenge the way things are done in my organisation	53%	+8	0	+5
.4	Q7b. Senior managers provide clear strategy and direction	62%	+10	0	+6
.5	Q7a. I'm confident that my senior managers have the appropriate capabilities and skills to lead my organisation	69%	+9	-1	+6
.6	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	69%	+3	+3	+9

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	75%	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	51	19	9	68%	+5 ↑	+1	+8 ↑
Q14b. I have the appropriate level of autonomy to do my job effectively	25	60	10		84%	+4	+1	+4
Q14c. There are opportunities to be innovative in my job	19	55	16		75%	+2	+2	+5 ↑
Q14d. Overall, I am satisfied with my job	20	55	16		75%	+4	-1	+3
Q14e. Overall, I am satisfied with my organisation as an employer	20	54	15	7	74%	+10 ↑	0	+9 ↑

KEY

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR
 Strongly agree
Agree
Neither
Disagree
Strongly disagree

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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		73%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Motivation	Q2g. I believe the work I do is important	42	50	7	92%	+1	-1	-1
	Q15d. My organisation motivates me to help it achieve its objectives	15	44	29	9	59%	+7 ↑	-1
Purpose	Q8b. I believe in the purpose and objectives of my organisation	25	59	13	84%	+4	+1	+5 ↑
	Q15e. My organisation inspires me to do the best in my job	17	40	30	9	58%	+7 ↑	-1

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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

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

EMPLOYEE EXPERIENCE



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

BELONGING		69%	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	18	36	31	12	54%	-4	-4	-1	
	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	38	51			89%	+6 ↑	-1	+1	
Included	Q5f. My manager has talked to me about what I am doing well in my work	17	47	21	12	63%	+6 ↑	-2	+2	
	Q5g. My manager has talked to me about what I could do to improve my performance	10	40	31	15	50%	+6 ↑	-3	0	
	Q6c. My manager involves me in decisions about my work	28	47	14		75%	+4	0	+6 ↑	
	Q6b. My manager tells me about changes that affect me	29	46	13	8	76%	+3	-1	+2	
Respected	Q14a. I receive adequate recognition for doing a good job	16	51	19	9	68%	+5 ↑	+1	+8 ↑	
	Q3d. People in my workgroup treat each other with respect	35	47	10		82%	+7 ↑	-2	+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

EMPLOYEE EXPERIENCE



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

RECOGNITION	64%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
Q2e. I contribute to my workplace outside of the requirements of my job description	44	45	10	89%	-2	+1	+2	
Q14a. I receive adequate recognition for doing a good job	16	51	19	9	68%	+5 ↑	+8 ↑	
Q2f. I get adequate recognition for the contributions I make outside of my job description	12	43	30	8	56%	+8 ↑	+6 ↑	
Q6h. My manager appropriately deals with employees who perform poorly	14	30	40	11	45%	+5 ↑	-2	0

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

EMPLOYEE EXPERIENCE



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

EMPLOYEE HEALTH AND WELLBEING	77%	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	20	50	18	8	71%	+4	+1	+7 ↑
Q9a. My manager thinks employees' wellbeing is important	42	41	10		83%	+4	-1	+3
Q9b. Senior managers think employees' wellbeing is important	25	48	18		73%	+13 ↑	+2	+8 ↑
Q3d. People in my workgroup treat each other with respect	35	47	10		82%	+7 ↑	-2	+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 (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		541				
Strongly agree		50	9%	-	-1	-8 ⬇️
Agree		112	21%	-	0	-3
Neither agree nor disagree		173	32%	-	-1	+4
Disagree		166	31%	-	+2	+6 ⬆️
Strongly disagree		40	7%	-	0	+1
Q9g. How often do you find work stressful		541				
Always		12	2%	-	-2	-5 ⬇️
Often		141	26%	-	-1	-5 ⬇️
Sometimes		291	54%	-	+3	+8 ⬆️
Rarely		86	16%	-	0	+3
Never		11	2%	-	0	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

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

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

BULLYING / SEXUAL HARASSMENT	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13a. Bullying/sexual harassment is not tolerated in my organisation	40 38 12	79%	+15 ↑	-2	+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 (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		541				
Experienced Bullying (all instances)		94	17%	-6 ↓	-1	-8 ↓
Experienced Physical Abuse (all instances)		1	0%	-	0	-1
Experienced Sexual Harassment (all instances)		24	4%	-3	0	-1
No		394	73%	+7 ↑	+1	+8 ↑
Prefer not to say		44	8%	-1	0	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

THESE PAGES SHOW EVERY QUESTION ASKED IN THE SURVEY AND 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?		94				
Internal people (all instances)		92	98%	0	+4	+9
External people (all instances)		10	11%	-2	-4	-11
Q13f. Have you made a formal complaint about the bullying incident?		94				
Yes		14	15%	-2	-1	-6
No		80	85%	+2	+1	+6

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

BULLYING	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13g. If you made a formal complaint, were you satisfied with the way it was handled?		14				
Yes		0	0%	-5 ↓	-21 ↓	-25 ↓
No		12	86%	+12 ↑	+23 ↑	+28 ↑
Don't Know		2	14%	-7 ↓	-2	-4
Q13i. Did the bullying cause you to take time off work?		94				
Yes		34	36%	-4	+2	+6 ↑
No		60	64%	+4	-2	-6 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

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

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?

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 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?		24				
Internal people (all instances)		21	88%	-10 ↓	+5 ↑	+19 ↑
External people (all instances)		3	13%	-2	-7 ↓	-23 ↓
Q13p. Have you made a formal complaint about the sexual harassment?		24				
Yes		1	4%	-19 ↓	-4	-7 ↓
No		23	96%	+19 ↑	+4	+7 ↑

KEY



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SEXUAL HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13q. If you made a formal complaint, were you satisfied with the way it was handled?		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.					
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?		24				
Yes		1	4%	-34 ↓	-1	-6 ↓
No		23	96%	+34 ↑	+1	+6 ↑

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?		541				
Yes		114	21%	-6 ↓	+2	-5 ↓
No		427	79%	+6 ↑	-2	+5 ↑
Q13c. What action did you take after witnessing this bullying/sexual harassment?		114				
Spoke about the matter to the person perceived to be the bully		13	11%	-6 ↓	-6 ↓	-11 ↓
Spoke about the matter to the person perceived to have been bullied		39	34%	-10 ↓	+2	-3
Reported the matter formally or informally		46	40%	-9 ↓	-3	-9 ↓
Made a note of the occurrence but took no action		32	28%	+6 ↑	+5 ↑	+9 ↑
Took no action		16	14%	+2	-1	+3
Other		14	12%	+3	+4	+3

KEY



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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	35	47	10	82%	+7 ↑	-2	+2	
Q7f. Senior managers engage with employees at all levels of the organisation	23	39	18	13	62%	+11 ↑	+4	+10 ↑
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	38	51		89%	+6 ↑	-1	+1	
Q3b. My workgroup always tries to improve its performance	35	47	11	82%	+4	-1	+1	
K Q8d. My organisation fairly considers recommendations from staff about how we could operate better	11	38	33	12	50%	+6 ↑	-1	+3
Q7d. Senior managers model the behaviours expected of employees	23	44	20	9	66%	+12 ↑	+2	+8 ↑
Q19a. Personal background is not a barrier to success in my organisation (e.g., cultural, age, disability, sexual)	23	52	14	8	75%	+9 ↑	+4	+7 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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Strongly agree Agree Neither Disagree Strongly disagree

WORKPLACE INCLUSION AND WELLBEING



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

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		73%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
Job characteristics design and management	Q2b. My job allows me to use my skills, knowledge and abilities	32	56	8	88%	+8 ↑	0	+2	
	Q2d. I clearly understand what I'm expected to do in my job	35	51	10	86%	+4	0	+1	
	Q5f. My manager has talked to me about what I am doing well in my work	17	47	21	12	63%	+6 ↑	-2	+2
	Q6b. My manager tells me about changes that affect me	29	46	13	8	76%	+3	-1	+2
	Q6c. My manager involves me in decisions about my work	28	47	14		75%	+4	0	+6 ↑
	Q7i. My senior managers effectively lead and manage change	17	40	27	10	57%	+6 ↑	+1	+6 ↑
	Q9e. My agency does a good job of promoting health and wellbeing	16	38	30	11	54%	-	-3	0
	K Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	14	55	18	10	69%	+3	+3	+9 ↑
	Q12j. In my organisation, improper conduct is not tolerated	21	46	21	9	67%	+2	-1	+4

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Strongly agree Agree Neither Disagree Strongly disagree

WORKPLACE INCLUSION AND WELLBEING



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WORKPLACE WELLBEING		73%	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	51	19	9	68%	+5 ↑	+1	+8 ↑	
	Q14b. I have the appropriate level of autonomy to do my job effectively	25	60	10		84%	+4	+1	+4	
	Q18u. In my workplace, the physical environment is a barrier to my success		20	47	25	72%	0	+1	+5 ↑	
Behaviours	Q3d. People in my workgroup treat each other with respect	35	47	10		82%	+7 ↑	-2	+2	
	Q6i. My manager's behaviour at work is guided by the NTPS values	34	47	13		80%	+7 ↑	-2	+4	
	Q6j. My manager encourages behaviours that are consistent with the NTPS values	34	47	14		80%	+6 ↑	-2	+3	
	Q7d. Senior managers model the behaviours expected of employees	23	44	20	9	66%	+12 ↑	+2	+8 ↑	

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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		64%	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	14	39	26	11	9	53%	+8 ↑	0	+5 ↑
K	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	11	38	33	12		50%	+6 ↑	-1	+3
	Q9b. Senior managers think employees' wellbeing is important	25	48	18			73%	+13 ↑	+2	+8 ↑
	Q9c. There is an appropriate level of focus on safety at my workplace	26	52	15			77%	+5 ↑	-2	+5 ↑
	Q19m. My workplace has a flexible approach to work	14	52	17	11		67%	+4	-1	+5 ↑

KEY

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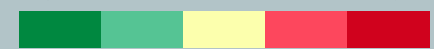


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



CAPABILITY



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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)		541				
Yes		331	61%	+16	-3	+6
No		157	29%	-13	+3	-5
Not Sure		53	10%	-3	-1	-1
Q5b. I've received formal feedback on my performance		541				
Yes		312	58%	+10	-4	+6
No		229	42%	-10	+4	-6
Q5c. I've received informal feedback on my performance		541				
Yes		443	82%	+4	-1	+5
No		98	18%	-4	+1	-5

KEY



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CAPABILITY



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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	15	46	23	11	61%	+10 ↑	-3	+5 ↑
Q5f. My manager has talked to me about what I am doing well in my work	17	47	21	12	63%	+6 ↑	-2	+2
Q5g. My manager has talked to me about what I could do to improve my performance	10	40	31	15	50%	+6 ↑	-3	0
Q5d. My work performance is assessed against clear criteria	12	43	31	10	55%	+9 ↑	-4	+2
Q4g. My manager discusses my career intentions with me	18	38	25	14	56%	+13 ↑	-5 ↓	+1

KEY

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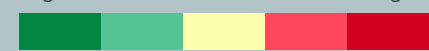


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CAPABILITY



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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?		541				
Yes		421	78%	+18	-2	+7
No		120	22%	-18	+2	-7
Q4b. In the past 12 months, have you done any learning and development activities?		541				
Yes		422	78%	+26	+6	+4
No		119	22%	-26	-6	-4
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)?		422				
Yes		294	70%	+9	0	+3
No		128	30%	-9	0	-3

KEY



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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)	23	44	20	9	67%	+8 ↑	-5 ↓	+2
Q4d. The learning and development I've done has helped me advance my career	15	41	34	8	55%	+2	-6 ↓	-8 ↓
Q4e. The learning and development I've done has helped me do my job better	23	56	15		80%	-1	-1	-3

KEY

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 AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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

CAPABILITY



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

SKILLS UTILISATION	85%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
Q2g. I believe the work I do is important	42	50	7	92%	+1	-1	-1
Q2d. I clearly understand what I'm expected to do in my job	35	51	10	86%	+4	0	+1
Q14b. I have the appropriate level of autonomy to do my job effectively	25	60	10	84%	+4	+1	+4
Q2b. My job allows me to use my skills, knowledge and abilities	32	56	8	88%	+8 ↑	0	+2
Q6g. My manager enables the team to do its best	31	44	15	75%	+6 ↑	-1	+4

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INNOVATION



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

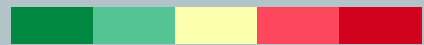
AUTONOMY	86%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
Q2d. I clearly understand what I'm expected to do in my job	35	51	10	86%	+4	0	+1
Q14b. I have the appropriate level of autonomy to do my job effectively	25	60	10	84%	+4	+1	+4
Q2b. My job allows me to use my skills, knowledge and abilities	32	56	8	88%	+8 ↑	0	+2

KEY **K** KEY DRIVER OF ENGAGEMENT QUESTION

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INNOVATION



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CONTINUOUS IMPROVEMENT		65%	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	55	18	10	69%	+3	+3	+9 ↑	
	Q16b. I believe my organisation will take action as a result of this survey	8	30	41	11 9	38%	+1	-6 ↓	-2	
	Q8a. I know what I need to do to make changes happen in my organisation	10	40	35	13	50%	-2	-2	-2	
	Q2c. I seek out opportunities to improve my day-to-day performance	39	51	9		90%	0	0	-1	
K	Q8c. It is safe to speak up and challenge the way things are done in my organisation	14	39	26	11 9	53%	+8 ↑	0	+5 ↑	
K	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	11	38	33	12	50%	+6 ↑	-1	+3	
	Q3b. My workgroup always tries to improve its performance	35	47	11		82%	+4	-1	+1	
	Q14c. There are opportunities to be innovative in my job	19	55	16		75%	+2	+2	+5 ↑	
	Q10b. My team acts on the feedback we receive from our clients/customers/stakeholders	19	60	17		78%	+5 ↑	+1	+6 ↑	

KEY

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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		72%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
K	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	14	55	18	10	69%	+3	+3	+9 ↑
	Q10e. In my organisation, we put the client/customer/stakeholder at the centre of everything we do	27	47	20		73%	+3	+4	+3
	Q10c. In my organisation, earning and sustaining a high level of public trust is seen as important	34	54	8		88%	+3	+3	+6 ↑
	Q10d. My organisation provides high-quality services to the Northern Territory community	33	52	11		85%	+2	+1	+8 ↑
	Q3c. People in my workgroup use their time and resources efficiently	25	47	18	8	72%	+2	-2	0
	Q8f. There is good collaboration between my organisation and other agencies or organisations we work with	11	48	27	10	60%	+5 ↑	+3	+7 ↑
	Q8e. There is good cooperation between teams across our organisation	10	46	23	15	56%	+8 ↑	+1	+6 ↑

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MANAGERS



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

VISION AND PURPOSE	89%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2g. I believe the work I do is important		42 50 7	92%	+1	-1	-1
Q2d. I clearly understand what I'm expected to do in my job		35 51 10	86%	+4	0	+1
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals		38 51 11	89%	+6 ↑	-1	+1

KEY

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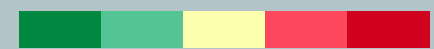


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Strongly agree Agree Neither Disagree Strongly disagree



MANAGERS



EXPLORE THE FULL RESULTS

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

COMMUNICATION	66%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
Q4g. My manager discusses my career intentions with me	18	38	25	14	56%	+13 ↑	-5 ↓	+1
Q6g. My manager enables the team to do its best	31	44	15		75%	+6 ↑	-1	+4
Q5f. My manager has talked to me about what I am doing well in my work	17	47	21	12	63%	+6 ↑	-2	+2
Q5g. My manager has talked to me about what I could do to improve my performance	10	40	31	15	50%	+6 ↑	-3	0
Q6c. My manager involves me in decisions about my work	28	47	14		75%	+4	0	+6 ↑
Q6b. My manager tells me about changes that affect me	29	46	13	8	76%	+3	-1	+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

MANAGERS



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

INTEGRITY AND ACCOUNTABILITY	73%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
Q12d. I would be confident to approach my manager to discuss concerns or grievances	34	46	11	80%	+3	-3	+1	
Q6d. My manager is objective when making decisions	26	46	20	72%	+3	-1	+3	
Q6j. My manager encourages behaviours that are consistent with the NTPS values	34	47	14	80%	+6 ↑	-2	+3	
Q6e. My manager is an effective decision maker	29	43	17	73%	+3	-2	+2	
Q6a. My manager listens to what I have to say	34	49	9	83%	+5 ↑	-1	+4	
Q6f. My manager thinks avoiding conflicts of interest is important	35	43	17	78%	+7 ↑	+1	+8 ↑	
Q6h. My manager appropriately deals with employees who perform poorly	14	30	40	11	45%	+5 ↑	-2	0

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SENIOR MANAGERS



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

VISION AND PURPOSE	70%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
Q8b. I believe in the purpose and objectives of my organisation	25	59	13	84%	+4	+1	+5 ↑	
Q7c. The senior management team has a clear vision for the future of the organisation	22	43	24	8	65%	+12 ↑	+4	+10 ↑
K Q7b. Senior managers provide clear strategy and direction	20	42	22	11	62%	+10 ↑	0	+6 ↑

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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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COMMUNICATION	60%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
Q7h. Communications about change from senior managers are timely	15	41	25	12	57%	+5 ↑	+1	+7 ↑
Q7f. Senior managers engage with employees at all levels of the organisation	23	39	18	13	62%	+11 ↑	+4	+10 ↑
Q7g. Senior managers keep employees informed about what's going on	16	43	23	14	58%	+7 ↑	0	+5 ↑
Q7e. The senior managers in my organisation make timely decisions	18	45	22	9	64%	+17 ↑	+6 ↑	+15 ↑

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SENIOR MANAGERS



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

INTEGRITY AND ACCOUNTABILITY		70%	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	26	43	19	69%	+9 ↑	-1	+6 ↑
	Q7d. Senior managers model the behaviours expected of employees	23	44	20	66%	+12 ↑	+2	+8 ↑
	Q12k. In my organisation, behaving impartially is important	28	49	18	77%	+8 ↑	+1	+7 ↑
	Q12j. In my organisation, improper conduct is not tolerated	21	46	21	67%	+2	-1	+4

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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	17	40	27	10	57%	+6 ↑	+1	+6 ↑
	Q6b. My manager tells me about changes that affect me	29	46	13	8	76%	+3	-1	+2
Code of Conduct	Q12g. My behaviour at work is guided by the code of conduct	41	52			93%	+2	0	0
	Q12h. My manager's behaviour at work is guided by the code of conduct	35	48	12		83%	+5 ↑	-3	0
Merit	Q11a. People recruited to my organisation seem to have the right skills for the job	11	52	23	12	63%	+11 ↑	+3	+10 ↑
	Q11b. Recruitment and promotion decisions in my workplace are based on merit	17	43	24	10	60%	+13 ↑	+2	+11 ↑
NTPS Values	Q2a. My behaviour at work is guided by the NTPS values	39	50	9		89%	+3	0	+2
	Q6i. My manager's behaviour at work is guided by the NTPS values	34	47	13		80%	+7 ↑	-2	+4
WHS	Q9c. There is an appropriate level of focus on safety at my workplace	26	52	15		77%	+5 ↑	-2	+5 ↑

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GOVERNANCE



EXPLORE THE FULL RESULTS

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

ORGANISATIONAL ACCOUNTABILITY	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q12a. I am aware of my obligations under the NTPS Code of Conduct (or the code of conduct that applies to you)		541				
Yes		538	99%	+1	0	+1
No		3	1%	-1	0	-1

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ORGANISATIONAL ACCOUNTABILITY		68%	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	34	46	11		80%	+3	-3	+1	
	Q12i. In my organisation, avoiding conflict of interest is seen as important	34	49	12		83%	+6 ↑	-1	+7 ↑	
	Q12j. In my organisation, improper conduct is not tolerated	21	46	21	9	67%	+2	-1	+4	
	Q3c. People in my workgroup use their time and resources efficiently	25	47	18	8	72%	+2	-2	0	
	Q11b. Recruitment and promotion decisions in my workplace are based on merit	17	43	24	10	60%	+13 ↑	+2	+11 ↑	
K	Q12e. I am confident that I would be protected from reprisal for reporting improper conduct	19	41	23	10	60%	+1	-1	+2	
	Q12f. I am confident that if I reported improper conduct in my organisation, it would be investigated in a thorough and objective way	17	39	27	9	56%	+4	-1	+4	

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GOVERNANCE



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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		541				
Yes		133	25%	-6 ↓	-2	-10 ↓
No		408	75%	+6 ↑	+2	+10 ↑
Q12c. I know what to do to report improper conduct in my organisation		541				
Yes		500	92%	+2	0	+2
No		41	8%	-2	0	-2

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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	22	56	10 8	26%	-	-5 ↓	-3
Q16b. I believe my organisation will take action as a result of this survey	8 30	41	11 9	38%	+1	-6 ↓	-2

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