



NT PEOPLE MATTER SURVEY 2023

Ombudsman

RESPONSE RATE:

75%

RESPONSES:

15
of 20

YOUR EMPLOYEE ENGAGEMENT SCORE:

82%



VARIANCE from COMPARATOR GROUP:

↑ +10

VARIANCE from NTPS:

↑ +18

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:

81%



VARIANCE from COMPARATOR GROUP:

+1

VARIANCE from NTPS:

↑ +12



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

Q2d. I clearly understand what I'm expected to do in my job

100%

Q2g. I believe the work I do is important

100%

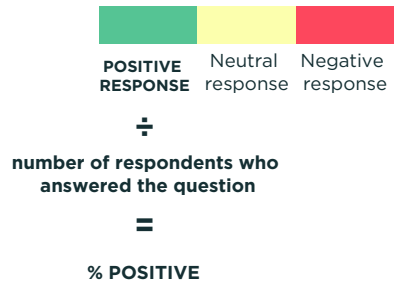
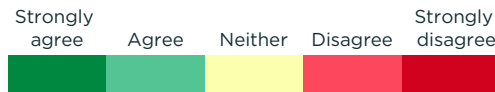
Q6a. My manager listens to what I have to say

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.



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 STATUTORY AUTHORITY

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.

05.

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

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
Q2d. I clearly understand what I'm expected to do in my job	100%	Q16a. I believe my organisation took appropriate action from the last People Matter survey	67%	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	20%
Q2g. I believe the work I do is important	100%	Q6h. My manager appropriately deals with employees who perform poorly	53%	Q19a. Personal background is not a barrier to success in my organisation (e.g., cultural, age, disability, sexual)	13%
Q6a. My manager listens to what I have to say	100%	Q5d. My work performance is assessed against clear criteria	40%	Q4f. My manager helps to develop my capability (work-related skills and knowledge)	7%
Q6d. My manager is objective when making decisions	100%	Q10e. In my organisation, we put the client/customer/stakeholder at the centre of everything we do	40%	Q4g. My manager discusses my career intentions with me	7%
Q6f. My manager thinks avoiding conflicts of interest is important	100%	Q14d. Overall, I am satisfied with my job	33%	Q7a. I'm confident that my senior managers have the appropriate capabilities and skills to lead my organisation	7%



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		82%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
SAY	Q15a. I would recommend my organisation as a great place to work	53	27	20	80%	+7 ↑	+20 ↑	
	Q15b. I am proud to tell others I work for my organisation	53	20	27	73%	-4	+8 ↑	
STAY	Q15c. I feel a strong personal attachment to my organisation	60	13	20	73%	+10 ↑	+18 ↑	
STRIVE	Q15d. My organisation motivates me to help it achieve its objectives	53	27	20	80%	+8 ↑	+26 ↑	
	Q15e. My organisation inspires me to do the best in my job	53	20	27	73%	+4	+19 ↑	

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 COMPARATOR GROUP VARIANCE FROM NTPS

		% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
.1	Q7e. The senior managers in my organisation make timely decisions	87%	+20	+38
.2	Q10d. My organisation provides high-quality services to the Northern Territory community	93%	0	+16
.3	Q14c. There are opportunities to be innovative in my job	73%	-1	+4
.4	Q7c. The senior management team has a clear vision for the future of the organisation	80%	0	+25
.5	Q3c. People in my workgroup use their time and resources efficiently	80%	-7	+9
.6	Q6j. My manager encourages behaviours that are consistent with the NTPS values	87%	+4	+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		81%			RESPONSE SCALE	% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	Q14a. I receive adequate recognition for doing a good job	47	27	20		73%	-4	+13 ↑
	Q14b. I have the appropriate level of autonomy to do my job effectively	47	53			100%	+15 ↑	+19 ↑
K	Q14c. There are opportunities to be innovative in my job	47	27	20		73%	-1	+4
	Q14d. Overall, I am satisfied with my job	53	13	33		67%	-17 ↓	-5 ↓
	Q14e. Overall, I am satisfied with my organisation as an employer	53	40			93%	+12 ↑	+28 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



EMPLOYEE EXPERIENCE



EXPLORE THE FULL RESULTS

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

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

PURPOSE		88%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Motivation	Q2g. I believe the work I do is important	73	27		100%	+5 ↑	+7 ↑
	Q15d. My organisation motivates me to help it achieve its objectives	53	27	20	80%	+8 ↑	+26 ↑
Purpose	Q8b. I believe in the purpose and objectives of my organisation	73	27		100%	+3	+21 ↑
	Q15e. My organisation inspires me to do the best in my job	53	20	27	73%	+4	+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)

EMPLOYEE EXPERIENCE



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

BELONGING		85%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Accepted	Q15c. I feel a strong personal attachment to my organisation	60	13 20	73%	+10 ↑	+18 ↑
Included	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	67	27	93%	-2	+5 ↑
	Q5f. My manager has talked to me about what I am doing well in my work	47	40 13	87%	+17 ↑	+26 ↑
	Q5g. My manager has talked to me about what I could do to improve my performance	33	40 27	73%	+13 ↑	+24 ↑
	Q6c. My manager involves me in decisions about my work	47	47	93%	+12 ↑	+24 ↑
	Q6b. My manager tells me about changes that affect me	53	40	93%	+6 ↑	+20 ↑
Respected	Q14a. I receive adequate recognition for doing a good job	47	27 20	73%	-4	+13 ↑
	Q3d. People in my workgroup treat each other with respect	60	33	93%	+5 ↑	+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

EMPLOYEE EXPERIENCE



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

RECOGNITION	73%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2e. I contribute to my workplace outside of the requirements of my job description	60	33	93%	+3	+6 ↑
Q14a. I receive adequate recognition for doing a good job	47	27 20	73%	-4	+13 ↑
Q2f. I get adequate recognition for the contributions I make outside of my job description	47	33 20	80%	+4	+30 ↑
Q6h. My manager appropriately deals with employees who perform poorly	33	13 53	47%	0	+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

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

EMPLOYEE HEALTH AND WELLBEING	95%	RESPONSE SCALE	% POSITIVE	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	60	40	100%	+16 ↑	+37 ↑
Q9a. My manager thinks employees' wellbeing is important	67	27	93%	-3	+13 ↑
Q9b. Senior managers think employees' wellbeing is important	67	27	93%	+6 ↑	+29 ↑
Q3d. People in my workgroup treat each other with respect	60	33	93%	+5 ↑	+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 (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 COMPARATOR GROUP	VARIANCE FROM NTPS
Q9f. I feel burned out by my work		15			
Strongly agree		0	0%	-5 ↓	-17 ↓
Agree		1	7%	-12 ↓	-17 ↓
Neither agree nor disagree		3	20%	-7 ↓	-8 ↓
Disagree		10	67%	+25 ↑	+42 ↑
Strongly disagree		1	7%	-1	0
Q9g. How often do you find work stressful		15			
Always		0	0%	-	-7 ↓
Often		0	0%	-22 ↓	-31 ↓
Sometimes		11	73%	+15 ↑	+27 ↑
Rarely		4	27%	+9 ↑	+13 ↑
Never		0	0%	-3	-2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

THESE PAGES SHOW EVERY QUESTION ASKED IN THE SURVEY AND 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 COMPARATOR GROUP	VARIANCE FROM NTPS
Q13a. Bullying/sexual harassment is not tolerated in my organisation	<div style="display: flex; justify-content: space-between;"> 67 27 </div>	93%	+3	+16

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

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

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13d. Experienced bullying / physical abuse / sexual harassment in the past 12 months		15			
Experienced Bullying (all instances)		0	0%	-11↓	-25↓
Experienced Physical Abuse (all instances)		0	0%	-	-1
Experienced Sexual Harassment (all instances)		0	0%	-4	-6↓
No		15	100%	+23↑	+35↑
Prefer not to say		0	0%	-10↓	-8↓

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 COMPARATOR GROUP	VARIANCE FROM NTPS
Q13e. Who bullied 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.				
Q13f. Have you made a formal complaint about the bullying incident?		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.

BULLYING	RESPONSE SCALE	RESPONSES	%	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?

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 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 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 COMPARATOR GROUP	VARIANCE FROM NTPS
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Q13l. 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 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



EXPLORE THE FULL RESULTS

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

SEXUAL HARASSMENT	RESPONSE SCALE	RESPONSES	%	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.				

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BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



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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 COMPARATOR GROUP	VARIANCE FROM NTPS
Q13b. In the past 12 months, have you witnessed bullying/sexual harassment at work?		15			
Yes		1	7%	-7	-19
No		14	93%	+7	+19
Q13c. What action did you take after witnessing this bullying/sexual harassment?		1			
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



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WORKPLACE INCLUSION AND WELLBEING



EXPLORE THE FULL RESULTS

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

THESE RESULTS PROVIDE AN INSIGHT INTO WORKPLACE INCLUSION BY COLLECTIVELY GROUPING THE ABOVE RESPONSES TOGETHER. THIS IS NOT A COMPLETE PICTURE OF WORKPLACE INCLUSION, AND RESULTS SHOULD BE CONSIDERED IN CONTEXT OF OTHER RESULTS THAT 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	90%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q3d. People in my workgroup treat each other with respect	60	33	93%	+5 ↑	+14 ↑
Q7f. Senior managers engage with employees at all levels of the organisation	60	33	93%	+14 ↑	+42 ↑
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	67	27	93%	-2	+5 ↑
Q3b. My workgroup always tries to improve its performance	53	33	87%	-3	+6 ↑
Q8d. My organisation fairly considers recommendations from staff about how we could operate better	47	40	87%	+16 ↑	+40 ↑
Q7d. Senior managers model the behaviours expected of employees	60	33	93%	+15 ↑	+35 ↑
Q19a. Personal background is not a barrier to success in my organisation (e.g., cultural, age, disability, sexual)	47	40	87%	+9 ↑	+18 ↑

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

WORKPLACE INCLUSION AND WELLBEING



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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		88%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
Job characteristics design and management	Q2b. My job allows me to use my skills, knowledge and abilities	67	27	93%	+1	+7 ↑		
	Q2d. I clearly understand what I'm expected to do in my job	47	53	100%	+9 ↑	+15 ↑		
	Q5f. My manager has talked to me about what I am doing well in my work	47	40	13	87%	+17 ↑	+26 ↑	
	Q6b. My manager tells me about changes that affect me	53	40	93%	+6 ↑	+20 ↑		
	Q6c. My manager involves me in decisions about my work	47	47	93%	+12 ↑	+24 ↑		
	Q7i. My senior managers effectively lead and manage change	47	47	93%	+16 ↑	+43 ↑		
	Q9e. My agency does a good job of promoting health and wellbeing	60	13	27	73%	+1	+19 ↑	
	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	47	20	13	20	67%	-12 ↓	+7 ↑
	Q12j. In my organisation, improper conduct is not tolerated	67	27	93%	+11 ↑	+31 ↑		

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WORKPLACE WELLBEING		88%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
Job characteristics design and management	Q14a. I receive adequate recognition for doing a good job	47	27	20	73%	-4	+13 ↑
	Q14b. I have the appropriate level of autonomy to do my job effectively	47	53		100%	+15 ↑	+19 ↑
	Q18u. In my workplace, the physical environment is a barrier to my success	40	53		93%	+11 ↑	+27 ↑
Behaviours	Q3d. People in my workgroup treat each other with respect	60	33		93%	+5 ↑	+14 ↑
	Q6i. My manager's behaviour at work is guided by the NTPS values	60	20	20	80%	+3	+4
	K Q6j. My manager encourages behaviours that are consistent with the NTPS values	60	27	13	87%	+4	+9 ↑
	Q7d. Senior managers model the behaviours expected of employees	60	33		93%	+15 ↑	+35 ↑

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WORKPLACE INCLUSION AND WELLBEING



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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	92%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q8c. It is safe to speak up and challenge the way things are done in my organisation	40	53	93%	+22 ↑	+44 ↑
Q8d. My organisation fairly considers recommendations from staff about how we could operate better	47	40 13	87%	+16 ↑	+40 ↑
Q9b. Senior managers think employees' wellbeing is important	67	27	93%	+6 ↑	+29 ↑
Q9c. There is an appropriate level of focus on safety at my workplace	60	33	93%	0	+21 ↑
Q19m. My workplace has a flexible approach to work	47	47	93%	+17 ↑	+32 ↑

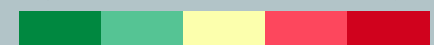
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CAPABILITY



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PERFORMANCE CONVERSATIONS	RESPONSE SCALE	RESPONSES	%	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)		15			
Yes		9	60%	+14	+5
No		5	33%	-8	-1
Not Sure		1	7%	-6	-4
Q5b. I've received formal feedback on my performance		15			
Yes		9	60%	+2	+8
No		6	40%	-2	-8
Q5c. I've received informal feedback on my performance		15			
Yes		14	93%	0	+16
No		1	7%	0	-16

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PERFORMANCE CONVERSATIONS	RESPONSE SCALE			% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q5e. I receive regular and timely feedback from my manager	40	40	20	80%	+10 ↑	+24 ↑
Q5f. My manager has talked to me about what I am doing well in my work	47	40	13	87%	+17 ↑	+26 ↑
Q5g. My manager has talked to me about what I could do to improve my performance	33	40	27	73%	+13 ↑	+24 ↑
Q5d. My work performance is assessed against clear criteria	27	33	40	60%	+3	+7 ↑
Q4g. My manager discusses my career intentions with me	47	27	20	73%	+2	+19 ↑

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LEARNING AND DEVELOPMENT	RESPONSE SCALE	RESPONSES	%	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?		15			
Yes		11	73%	+6	+2
No		4	27%	-6	-2
Q4b. In the past 12 months, have you done any learning and development activities?		15			
Yes		12	80%	+5	+6
No		3	20%	-5	-6
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)?		12			
Yes		6	50%	-4	-16
No		6	50%	+4	+16

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LEARNING AND DEVELOPMENT	RESPONSE SCALE				% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q4f. My manager helps to develop my capability (work-related skills and knowledge)	40	40	13		80%	+2	+15 ↑
Q4d. The learning and development I've done has helped me advance my career	42	33	17	8	75%	+7 ↑	+12 ↑
Q4e. The learning and development I've done has helped me do my job better	42	50		8	92%	+5 ↑	+9 ↑

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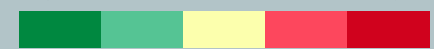


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SKILLS UTILISATION	96%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2g. I believe the work I do is important	73	27	100%	+5 ↑	+7 ↑
Q2d. I clearly understand what I'm expected to do in my job	47	53	100%	+9 ↑	+15 ↑
Q14b. I have the appropriate level of autonomy to do my job effectively	47	53	100%	+15 ↑	+19 ↑
Q2b. My job allows me to use my skills, knowledge and abilities	67	27	93%	+1	+7 ↑
Q6g. My manager enables the team to do its best	60	27	87%	+7 ↑	+15 ↑

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INNOVATION



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AUTONOMY	98%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2d. I clearly understand what I'm expected to do in my job	47	53	100%	+9 ↑	+15 ↑
Q14b. I have the appropriate level of autonomy to do my job effectively	47	53	100%	+15 ↑	+19 ↑
Q2b. My job allows me to use my skills, knowledge and abilities	67	27	93%	+1	+7 ↑

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CONTINUOUS IMPROVEMENT		82%	RESPONSE SCALE	% POSITIVE	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	47	20 13 20	67%	-12 ↓	+7 ↑
	Q16b. I believe my organisation will take action as a result of this survey	40	27 33	67%	+8 ↑	+26 ↑
	Q8a. I know what I need to do to make changes happen in my organisation	33	53 13	87%	+17 ↑	+35 ↑
	Q2c. I seek out opportunities to improve my day-to-day performance	53	40	93%	+2	+2
	Q8c. It is safe to speak up and challenge the way things are done in my organisation	40	53	93%	+22 ↑	+44 ↑
	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	47	40 13	87%	+16 ↑	+40 ↑
	Q3b. My workgroup always tries to improve its performance	53	33 13	87%	-3	+6 ↑
K	Q14c. There are opportunities to be innovative in my job	47	27 20	73%	-1	+4
	Q10b. My team acts on the feedback we receive from our clients/customers/stakeholders	40	47 13	87%	+3	+15 ↑

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QUALITY SERVICE DELIVERY



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

QUALITY SERVICE DELIVERY		83%	RESPONSE SCALE	% POSITIVE	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	47	20 13 20	67%	-12 ↓	+7 ↑
	Q10e. In my organisation, we put the client/customer/stakeholder at the centre of everything we do	40	20 40	60%	-15 ↓	-10 ↓
	Q10c. In my organisation, earning and sustaining a high level of public trust is seen as important	67	33	100%	+3	+17 ↑
K	Q10d. My organisation provides high-quality services to the Northern Territory community	53	40	93%	0	+16 ↑
K	Q3c. People in my workgroup use their time and resources efficiently	53	27 20	80%	-7 ↓	+9 ↑
	Q8f. There is good collaboration between my organisation and other agencies or organisations we work with	33	60	93%	+15 ↑	+41 ↑
	Q8e. There is good cooperation between teams across our organisation	40	47 13	87%	+11 ↑	+36 ↑

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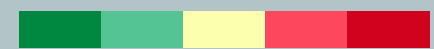


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MANAGERS



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

VISION AND PURPOSE	98%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2g. I believe the work I do is important		73 / 27	100%	+5 ↑	+7 ↑
Q2d. I clearly understand what I'm expected to do in my job		47 / 53	100%	+9 ↑	+15 ↑
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals		67 / 27	93%	-2	+5 ↑

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MANAGERS



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COMMUNICATION	84%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q4g. My manager discusses my career intentions with me	47	27 20	73%	+2	+19 ↑
Q6g. My manager enables the team to do its best	60	27 13	87%	+7 ↑	+15 ↑
Q5f. My manager has talked to me about what I am doing well in my work	47	40 13	87%	+17 ↑	+26 ↑
Q5g. My manager has talked to me about what I could do to improve my performance	33	40 27	73%	+13 ↑	+24 ↑
Q6c. My manager involves me in decisions about my work	47	47	93%	+12 ↑	+24 ↑
Q6b. My manager tells me about changes that affect me	53	40	93%	+6 ↑	+20 ↑

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MANAGERS



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INTEGRITY AND ACCOUNTABILITY		88%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	Q12d. I would be confident to approach my manager to discuss concerns or grievances	47	40	13	87%	-3	+8 ↑	
	Q6d. My manager is objective when making decisions	40	60		100%	+16 ↑	+32 ↑	
K	Q6j. My manager encourages behaviours that are consistent with the NTPS values	60	27	13	87%	+4	+9 ↑	
	Q6e. My manager is an effective decision maker	60	33		93%	+10 ↑	+23 ↑	
	Q6a. My manager listens to what I have to say	60	40		100%	+8 ↑	+22 ↑	
	Q6f. My manager thinks avoiding conflicts of interest is important	67	33		100%	+18 ↑	+30 ↑	
	Q6h. My manager appropriately deals with employees who perform poorly	33	13	53	47%	0	+2	

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SENIOR 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 COMPARATOR GROUP	VARIANCE FROM NTPS
	Q8b. I believe in the purpose and objectives of my organisation	73	27	100%	+3	+21 ↑
K	Q7c. The senior management team has a clear vision for the future of the organisation	53	27 13	80%	0	+25 ↑
	Q7b. Senior managers provide clear strategy and direction	53	33	87%	+6 ↑	+31 ↑

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

SENIOR MANAGERS



EXPLORE THE FULL RESULTS

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COMMUNICATION	88%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q7h. Communications about change from senior managers are timely	40	47	13	87%	+9 ↑ +37 ↑
Q7f. Senior managers engage with employees at all levels of the organisation	60	33		93%	+14 ↑ +42 ↑
Q7g. Senior managers keep employees informed about what's going on	40	47	13	87%	+8 ↑ +34 ↑
K Q7e. The senior managers in my organisation make timely decisions	53	33	13	87%	+20 ↑ +38 ↑

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)

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INTEGRITY AND ACCOUNTABILITY	93%	RESPONSE SCALE	% POSITIVE	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	60	27	87%	+4	+24 ↑
Q7d. Senior managers model the behaviours expected of employees	60	33	93%	+15 ↑	+35 ↑
Q12k. In my organisation, behaving impartially is important	73	27	100%	+15 ↑	+30 ↑
Q12j. In my organisation, improper conduct is not tolerated	67	27	93%	+11 ↑	+31 ↑

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GOVERNANCE



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

		RESPONSE SCALE	% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Change Management	Q7i. My senior managers effectively lead and manage change		93%	+16 ↑	+43 ↑
	Q6b. My manager tells me about changes that affect me		93%	+6 ↑	+20 ↑
Code of Conduct	Q12g. My behaviour at work is guided by the code of conduct		93%	-2	0
	Q12h. My manager's behaviour at work is guided by the code of conduct		93%	+5 ↑	+10 ↑
Merit	Q11a. People recruited to my organisation seem to have the right skills for the job		73%	-3	+21 ↑
	Q11b. Recruitment and promotion decisions in my workplace are based on merit		73%	+2	+24 ↑
NTPS Values	Q2a. My behaviour at work is guided by the NTPS values		87%	-3	-1
	Q6i. My manager's behaviour at work is guided by the NTPS values		80%	+3	+4
WHS	Q9c. There is an appropriate level of focus on safety at my workplace		93%	0	+21 ↑

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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 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)		15			
Yes		15	100%	+3	+2
No		0	0%	-3	-2

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

ORGANISATIONAL ACCOUNTABILITY		87%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	Q12d. I would be confident to approach my manager to discuss concerns or grievances	47	40	13	87%	-3	+8 ↑	
	Q12i. In my organisation, avoiding conflict of interest is seen as important	67	33		100%	+13 ↑	+24 ↑	
	Q12j. In my organisation, improper conduct is not tolerated	67	27		93%	+11 ↑	+31 ↑	
K	Q3c. People in my workgroup use their time and resources efficiently	53	27	20	80%	-7 ↓	+9 ↑	
	Q11b. Recruitment and promotion decisions in my workplace are based on merit	40	33	27	73%	+2	+24 ↑	
	Q12e. I am confident that I would be protected from reprisal for reporting improper conduct	40	53		93%	+19 ↑	+36 ↑	
	Q12f. I am confident that if I reported improper conduct in my organisation, it would be investigated in a thorough and objective way	53	27	20	80%	+8 ↑	+28 ↑	

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ORGANISATIONAL ACCOUNTABILITY	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q12b. I have witnessed improper conduct		15			
Yes		1	7%	-15	-28
No		14	93%	+15	+28
Q12c. I know what to do to report improper conduct in my organisation		15			
Yes		15	100%	+10	+9
No		0	0%	-10	-9

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TAKING ACTION



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TAKING ACTION	RESPONSE SCALE			% POSITIVE	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q16a. I believe my organisation took appropriate action from the last People Matter survey	20	13	67	33%	0	+4
Q16b. I believe my organisation will take action as a result of this survey	40	27	33	67%	+8 ↑	+26 ↑

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