



NT PEOPLE MATTER SURVEY 2021

Land Development Corporation

RESPONSE RATE: **94%**
 RESPONSES: **17** of 18



YOUR EMPLOYEE ENGAGEMENT SCORE: **73%**

VARIANCE from 2018 SURVEY: **-7**

VARIANCE from NTPS: **+8**

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: **78%**

VARIANCE from 2018 SURVEY: **-7**

VARIANCE from NTPS: **+8**

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.

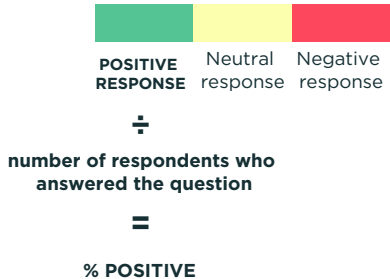
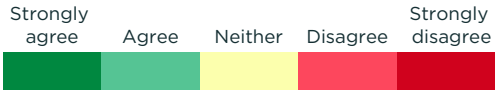
EEO GROUP ENGAGEMENT SCORES:	ENGAGEMENT SCORES
ATSI - Yes	Restricted
DISABILITY - Yes	Restricted
AGE - 55+ YRS	Restricted

HIGHEST SCORING QUESTIONS:	% POSITIVE
Q2e. I contribute to my workplace outside of the requirements of my job description	100%
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's stated outcomes	94%
Q6a. My manager listens to what I have to say	94%

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 COMMERCIAL (OR INCLUDES A COMMERCIAL ELEMENT)

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
Q2e. I contribute to my workplace outside of the requirements of my job description	100%	Q5d. My work performance is assessed against clear criteria	35%	Q14a. I receive adequate recognition for doing a good job	24%
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's stated outcomes	94%	Q6h. My manger appropriately deals with employees who perform poorly	35%	Q4g. My manager discusses my career plan with me	18%
Q6a. My manager listens to what I have to say	94%	Q4g. My manager discusses my career plan with me	29%	Q5f. My manager has talked to me about what I am doing well in my work	18%
Q9a. In my organisation, my manager considers the wellbeing of employees to be important	94%	Q5e. I receive regular and timely feedback from my manager	29%	Q5g. My manager has talked to me about what I could do to improve my performance	18%
Q12d. I would be confident in approaching my manager to discuss concerns and grievances	94%	Q5g. My manager has talked to me about what I could do to improve my performance	29%	Q7b. Senior managers provide clear strategy and direction	18%



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		73%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
SAY	Q15a. I would recommend my organisation as a great place to work	41	35	18	76%	-12 ↓	+22 ↑	+15 ↑
	Q15b. I am proud to tell others I work for my organisation	35	41	12 12	76%	-12 ↓	+17 ↑	+10 ↑
STAY	Q15c. I feel a strong personal attachment to my organisation	24	53	12	76%	+6 ↑	+19 ↑	+17 ↑
STRIVE	Q15d. My organisation motivates me to help it achieve its objectives	24	53	12 12	76%	0	+30 ↑	+21 ↑
	Q15e. My organisation inspires me to do the best in my job	24	53	12	76%	+6 ↑	+31 ↑	+22 ↑

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 2018 SURVEY

VARIANCE FROM COMPARATOR GROUP

VARIANCE FROM NTPS

		% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
.1	Q8c. I think it is safe to speak up and challenge the way things are done in this organisation	65%	-	+18↑	+16↑
.2	Q9b. In my organisation, senior leaders consider the wellbeing of employees to be important	82%	-	+23↑	+21↑
.3	Q7d. I feel that senior managers model the behaviours expected of employees	71%	-	+28↑	+14↑
.4	Q7g. I feel senior managers keep employees informed about what is going on	82%	-	+45↑	+32↑
.5	Q12j. In my organisation, engaging in improper conduct is not tolerated	82%	-	+16↑	+14↑
.6	Q8d. My organisation fairly considers recommendations from staff about how we could better operate	76%	-	+41↑	+30↑

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	78%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS			
Q14a. I receive adequate recognition for doing a good job	18	47	12	12	12	65%	-6 ↓	+10 ↑	+5 ↑
Q14b. I have the appropriate level of autonomy to do my job effectively	35	59				94%	0	+20 ↑	+15 ↑
Q14c. There are opportunities to be innovative in my job	24	53	18			76%	-6 ↓	+9 ↑	+5 ↑
Q14d. Overall, I am satisfied with my job	47	29	18			76%	-12 ↓	+6 ↑	+4
Q14e. Overall, I am satisfied with my organisation as an employer	47	29	12			76%	-12 ↓	+15 ↑	+10 ↑

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.

IS THERE ROOM FOR IMPROVEMENT?

PURPOSE		82%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Motivation	Q2g. I believe the work that I do is important	35	53		88%	-	-4	-4
	Q15d. My organisation motivates me to help it achieve its objectives	24	53	12 12	76%	0	+30 ↑	+21 ↑
Purpose	Q8b. I believe in the purpose and objectives of the organisation	41	47	12	88%	0	+18 ↑	+8 ↑
	Q15e. My organisation inspires me to do the best in my job	24	53	12	76%	+6 ↑	+31 ↑	+22 ↑

K KEY DRIVER OF ENGAGEMENT QUESTION

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



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

IS THERE ROOM FOR IMPROVEMENT?

BELONGING		76%			RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Accepted	Q15c. I feel a strong personal attachment to my organisation	24	53	12		76%	+6 ↑	+19 ↑	+17 ↑
	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's stated outcomes	47	47			94%	-6 ↓	+16 ↑	+9 ↑
Included	Q5f. My manager has talked to me about what I am doing well in my work	18	53	12	12	71%	-	+8 ↑	+12 ↑
	Q5g. My manager has talked to me about what I could do to improve my performance	53	29	12		53%	-	-1	+5 ↑
	Q6c. My manager involves me in decisions about my work	47	41	12		88%	-	+20 ↑	+20 ↑
	Q6b. My manager keeps me informed about changes which affect me	47	35	12		82%	0	+14 ↑	+10 ↑
Respected	Q14a. I receive adequate recognition for doing a good job	18	47	12	12	65%	-6 ↓	+10 ↑	+5 ↑
	Q3d. People in my workgroup treat each other with respect	53	29	12		82%	-	+8 ↑	+7 ↑

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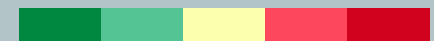


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Strongly agree Agree Neither Disagree Strongly disagree



EMPLOYEE EXPERIENCE



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IS THERE ROOM FOR IMPROVEMENT?

RECOGNITION	71%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS			
Q2e. I contribute to my workplace outside of the requirements of my job description	59	41	100%	-	+12 ↑	+11 ↑			
Q14a. I receive adequate recognition for doing a good job	18	47	12	12	12	65%	-6 ↓	+10 ↑	+5 ↑
Q2f. I receive adequate recognition for the contributions I make outside of my job description	53	24	18	59%	-	+19 ↑	+9 ↑		
Q6h. My manger appropriately deals with employees who perform poorly	18	41	35	59%	-	+16 ↑	+14 ↑		

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

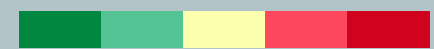


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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



EMPLOYEE EXPERIENCE



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IS THERE ROOM FOR IMPROVEMENT?

EMPLOYEE HEALTH AND WELLBEING		85%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2018 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	24	59		82%	-	+12 ↑	+18 ↑
	Q9a. In my organisation, my manager considers the wellbeing of employees to be important	41	53		94%	-	+16 ↑	+17 ↑
K	Q9b. In my organisation, senior leaders consider the wellbeing of employees to be important	29	53	12	82%	-	+23 ↑	+21 ↑
	Q3d. People in my workgroup treat each other with respect	53	29	12	82%	-	+8 ↑	+7 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

BULLYING/HARASSMENT



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IS THERE ROOM FOR IMPROVEMENT?

BULLYING/HARASSMENT	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13a. Bullying is not tolerated in my organisation	35	47	12	82%	-	+15 ↑	+17 ↑

KEY

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↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



BULLYING/HARASSMENT



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IS THERE ROOM FOR IMPROVEMENT?

BULLYING/HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13d. Experienced bullying/harassment in the past 12 months		17				
Experienced bullying		0	0%	-	-20	-22
Experienced sexual harassment		0	0%	-	-1	-1
Experienced both bullying and sexual harassment		3	18%	-	+12	+11
No		14	82%	-	+18	+20
Prefer not to say		0	0%	-	-9	-9

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING/HARASSMENT



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IS THERE ROOM FOR IMPROVEMENT?

BULLYING	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
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Q13f. Have you submitted a formal complaint regarding the bullying incident you personally experience?

3

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

Q13i. Did the bullying/harassment you experienced cause you to take time off from work?

3

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/HARASSMENT



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IS THERE ROOM FOR IMPROVEMENT?

HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
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Q13k. Have you submitted a formal complaint regarding the harassment/abuse you personally experienced?

3

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

Q13n. Did the harassment/abuse you experienced cause you to take time off from work?

3

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/HARASSMENT



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IS THERE ROOM FOR IMPROVEMENT?

WITNESSED BULLYING/HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13b. In the past 12 months, have you witnessed bullying/sexual harassment at work?		17				
Yes		5	29%	-	+1	-1
No		12	71%	-	-1	+1
Q13c. What action did you take after witnessing this bullying/sexual harassment?		5				
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

CAPABILITY



EXPLORE THE FULL RESULTS

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

IS THERE ROOM FOR IMPROVEMENT?

PERFORMANCE CONVERSATIONS	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 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, Plan Do Review)		17				
Yes		10	59%	+53	-31	+3
No		5	29%	-59	+23	-3
Not Sure		2	12%	+6	+8	-1
Q5b. I have received formal feedback on individual performance		17				
Yes		9	53%	+47	-22	+4
No		8	47%	-47	+22	-4
Q5c. I have received informal feedback on individual performance		17				
Yes		13	76%	+6	-3	+1
No		4	24%	-6	+3	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

CAPABILITY



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IS THERE ROOM FOR IMPROVEMENT?

PERFORMANCE CONVERSATIONS	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q5e. I receive regular and timely feedback from my manager					59%	+18 ↑	-1	+6 ↑
Q5f. My manager has talked to me about what I am doing well in my work					71%	-	+8 ↑	+12 ↑
Q5g. My manager has talked to me about what I could do to improve my performance					53%	-	-1	+5 ↑
Q5d. My work performance is assessed against clear criteria					53%	-	-4	+3

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)

CAPABILITY



EXPLORE THE FULL RESULTS

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IS THERE ROOM FOR IMPROVEMENT?

LEARNING AND DEVELOPMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 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?		17				
Yes		13	76%	+65	0	+7
No		4	24%	-41	0	-7
Q4b. In the past 12 months, have you undertaken any learning and development activities?		17				
Yes		7	41%	-	-23	-26
No		10	59%	-	+23	+26
Q4c. Were the learning and development activities linked to a documented learning plan/performance agreement (e.g. My Plan, Capability Enhancement Plan, Workplace Participation Plan, Plan Do Review)?		7				
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

CAPABILITY



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.

IS THERE ROOM FOR IMPROVEMENT?

LEARNING AND DEVELOPMENT	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q4f. My manager helps to develop my capability (work related skills and knowledge)		76%	+18 ↑	+14 ↑	+13 ↑
Q4d. The learning and development I have undertaken has helped me advance my career	<i>The data for this question has been hidden for anonymity reasons.</i>				
Q4e. The learning and development I have undertaken has helped me to do my job better	<i>The data for this question has been hidden for anonymity reasons.</i>				

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 (medium green) | Neither (yellow) | Disagree (red) | Strongly disagree (dark red)

CAPABILITY



EXPLORE THE FULL RESULTS

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

IS THERE ROOM FOR IMPROVEMENT?

SKILLS UTILISATION	87%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2g. I believe the work that I do is important	35	53	88%	-	-4	-4
Q2d. I clearly understand what I am expected to do in this job	53	35	88%	-6 ↓	+16 ↑	+5 ↑
Q14b. I have the appropriate level of autonomy to do my job effectively	35	59	94%	0	+20 ↑	+15 ↑
Q2b. My job allows me to utilise my skills, knowledge and abilities	47	41	88%	-6 ↓	+12 ↑	+5 ↑
Q6g. My manager enables the team to do their best	41	35	76%	-	+10 ↑	+6 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

INNOVATION



EXPLORE THE FULL RESULTS

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

IS THERE ROOM FOR IMPROVEMENT?

AUTONOMY	90%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2d. I clearly understand what I am expected to do in this job	53	35 12	88%	-6 ↓	+16 ↑	+5 ↑
Q14b. I have the appropriate level of autonomy to do my job effectively	35	59	94%	0	+20 ↑	+15 ↑
Q2b. My job allows me to utilise my skills, knowledge and abilities	47	41 12	88%	-6 ↓	+12 ↑	+5 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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

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

INNOVATION



EXPLORE THE FULL RESULTS

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

IS THERE ROOM FOR IMPROVEMENT?

CONTINUOUS IMPROVEMENT		81%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2018 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	35	53	12		88%	+12 ↑	+31 ↑	+24 ↑
	Q16a. I believe my organisation will take action as a result of this survey	24	53	12	12	76%	-12 ↓	+38 ↑	+33 ↑
	Q8a. I know what I need to do to make changes happen in my organisation	29	53	12		82%	+18 ↑	+35 ↑	+29 ↑
	Q2c. I seek out opportunities to improve my day-to-day performance	41	47	12		88%	-	-1	-3
K	Q8c. I think it is safe to speak up and challenge the way things are done in this organisation	18	47	18	12	65%	-	+18 ↑	+16 ↑
K	Q8d. My organisation fairly considers recommendations from staff about how we could better operate	18	59	12	12	76%	-	+41 ↑	+30 ↑
	Q3b. My workgroup always tries to improve its performance	29	59			88%	-	+9 ↑	+8 ↑
	Q14c. There are opportunities to be innovative in my job	24	53	18		76%	-6 ↓	+9 ↑	+5 ↑
	Q10b. We act on the feedback we receive from clients/customers/stakeholders	35	53	12		88%	+18 ↑	+32 ↑	+18 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

QUALITY SERVICE DELIVERY



EXPLORE THE FULL RESULTS

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

IS THERE ROOM FOR IMPROVEMENT?

QUALITY SERVICE DELIVERY	83%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 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	35	53	12	88%	+12 ↑	+31 ↑	+24 ↑
Q10e. In my organisation we put the client/customer/stakeholder at the centre of everything we do	29	53	18	82%	+18 ↑	+16 ↑	+11 ↑
Q10c. In my organisation, earning and sustaining a high level of public trust is seen as important	41	47		88%	-6 ↓	+7 ↑	+4
Q10d. My organisation provides high quality services to the Northern Territory community	35	53		88%	0	+7 ↑	+9 ↑
Q3c. People in my workgroup use their time and resources efficiently	29	53	12	82%	-	+17 ↑	+12 ↑
Q8f. There is good collaboration between my organisation and other agencies or organisations we work with	18	59	12	76%	-	+38 ↑	+23 ↑
Q8e. There is good cooperation between teams across our organisation	29	47	12	76%	-	+35 ↑	+27 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

MANAGERS



EXPLORE THE FULL RESULTS

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

IS THERE ROOM FOR IMPROVEMENT?

VISION AND PURPOSE	90%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2g. I believe the work that I do is important	35	53	88%	-	-4	-4
Q2d. I clearly understand what I am expected to do in this job	53	35	88%	-6 ↓	+16 ↑	+5 ↑
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's stated outcomes	47	47	94%	-6 ↓	+16 ↑	+9 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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

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

MANAGERS



EXPLORE THE FULL RESULTS

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

IS THERE ROOM FOR IMPROVEMENT?

COMMUNICATION	71%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q4g. My manager discusses my career plan with me	18	35	29	12	53%	+12 ↑	-1	0	
Q6g. My manager enables the team to do their best	41	35	18		76%	-	+10 ↑	+6 ↑	
Q5f. My manager has talked to me about what I am doing well in my work	18	53	12	12	71%	-	+8 ↑	+12 ↑	
Q5g. My manager has talked to me about what I could do to improve my performance	53	29	12		53%	-	-1	+5 ↑	
Q6c. My manager involves me in decisions about my work	47	41	12		88%	-	+20 ↑	+20 ↑	
Q6b. My manager keeps me informed about changes which affect me	47	35	12		82%	0	+14 ↑	+10 ↑	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

MANAGERS



EXPLORE THE FULL RESULTS

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

IS THERE ROOM FOR IMPROVEMENT?

INTEGRITY AND ACCOUNTABILITY	82%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
Q12d. I would be confident in approaching my manager to discuss concerns and grievances	35	59	94%	-	+17 ↑	+17 ↑	
Q6d. My manager demonstrates objectivity in decision-making	35	47	18	82%	-	+15 ↑	+14 ↑
Q6j. My manager encourages behaviours that are consistent with the NTPS values	35	47	12	82%	-	+12 ↑	+7 ↑
Q6e. My manager is an effective decision maker	41	35	18	76%	-	+13 ↑	+7 ↑
Q6a. My manager listens to what I have to say	47	47		94%	-	+17 ↑	+17 ↑
Q6f. My manager sees avoiding conflicts of interest as being important	41	41	12	82%	-	+16 ↑	+13 ↑
Q6h. My manager appropriately deals with employees who perform poorly	18	41	35	59%	-	+16 ↑	+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

SENIOR MANAGERS



EXPLORE THE FULL RESULTS

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

IS THERE ROOM FOR IMPROVEMENT?

VISION AND PURPOSE	78%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q8b. I believe in the purpose and objectives of the organisation	41	47 12	88%	0	+18 ↑	+8 ↑
Q7c. I believe the senior management team has a clear vision for the future of this organisation	29	41 12 12	71%	-12 ↓	+35 ↑	+15 ↑
Q7b. Senior managers provide clear strategy and direction	35	41 12	76%	-	+40 ↑	+22 ↑

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

IS THERE ROOM FOR IMPROVEMENT?

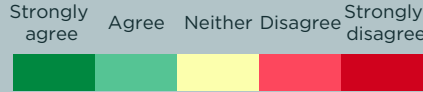
COMMUNICATION		81%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	Q7h. Communications about change from senior managers are timely	35	47	12		82%	+24 ↑	+50 ↑	+34 ↑
	Q7f. I feel senior managers engage with employees at all levels of the organisation	41	41	12		82%	-	+45 ↑	+34 ↑
K	Q7g. I feel senior managers keep employees informed about what is going on	41	41	12		82%	-	+45 ↑	+32 ↑
	Q7e. I feel the senior managers in my organisation make timely decisions	24	53	12		76%	-	+46 ↑	+28 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



SENIOR MANAGERS



EXPLORE THE FULL RESULTS

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

IS THERE ROOM FOR IMPROVEMENT?

INTEGRITY AND ACCOUNTABILITY		78%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	Q7a. I am confident that my leaders have the appropriate capabilities and skills to lead my organisation	41	41	12	82%	-	+33 ↑	+19 ↑
K	Q7d. I feel that senior managers model the behaviours expected of employees	29	41	12 18	71%	-	+28 ↑	+14 ↑
	Q12k. In my organisation, behaving impartially is seen as important	24	53	12 12	76%	-	+15 ↑	+9 ↑
K	Q12j. In my organisation, engaging in improper conduct is not tolerated	35	47	12	82%	-	+16 ↑	+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

GOVERNANCE



EXPLORE THE FULL RESULTS

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

IS THERE ROOM FOR IMPROVEMENT?

		RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Change Management	Q7i. My senior manager effectively leads and manages change	35	47	12	82%	+6 ↑	+42 ↑	+29 ↑
	Q6b. My manager keeps me informed about changes which affect me	47	35	12	82%	0	+14 ↑	+10 ↑
Code of Conduct	Q12g. My behaviour at work is informed by/guided by the Code of Conduct	47	41	12	88%	-	-2	-3
	Q12h. My manager's behaviour at work is informed by/guided by the Code of Conduct	41	47	12	88%	-	+8 ↑	+7 ↑
Merit	Q11a. People recruited to my organisation seem to have the right skills for the job	29	59	12	88%	-	+47 ↑	+35 ↑
	Q11b. Recruitment and promotion decisions in my workplace are based on merit	24	59	12	82%	-	+46 ↑	+35 ↑
Values	Q2a. My behaviour at work is informed/guided by the NTPS values	41	47	12	88%	-	+12 ↑	+3
	Q6i. My manager's behaviour at work is informed/guided by the NTPS values	41	41	12	82%	-	+14 ↑	+9 ↑
WHS	Q9c. There is an appropriate level of focus on safety at my workplace	29	59	12	88%	-	+4	+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

GOVERNANCE



EXPLORE THE FULL RESULTS

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IS THERE ROOM FOR IMPROVEMENT?

ORGANISATIONAL ACCOUNTABILITY	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 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)		17				
Yes		16	94%	-	-4	-4
No		1	6%	-	+4	+4

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

GOVERNANCE



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

IS THERE ROOM FOR IMPROVEMENT?

ORGANISATIONAL ACCOUNTABILITY		84%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
	Q12d. I would be confident in approaching my manager to discuss concerns and grievances	35	59	94%	-	+17 ↑	+17 ↑	
	Q12i. In my organisation, avoiding conflict of interest is seen as important	29	59	12	88%	-	+17 ↑	+15 ↑
K	Q12j. In my organisation, engaging in improper conduct is not tolerated	35	47	12	82%	-	+16 ↑	+14 ↑
	Q3c. People in my workgroup use their time and resources efficiently	29	53	12	82%	-	+17 ↑	+12 ↑
	Q11b. Recruitment and promotion decisions in my workplace are based on merit	24	59	12	82%	-	+46 ↑	+35 ↑
	Q12e. I am confident that I would be protected from reprisal for reporting improper conduct	18	65	12	82%	-	+26 ↑	+24 ↑
	Q12f. I am confident that if I reported improper conduct in my organisation, it would be investigated in a thorough and objective manner	18	59	12	76%	-	+25 ↑	+22 ↑

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

GOVERNANCE



EXPLORE THE FULL RESULTS

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

IS THERE ROOM FOR IMPROVEMENT?

ORGANISATIONAL ACCOUNTABILITY	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q12b. I have witnessed improper conduct		17				
Yes		3	18%	-	-16	-16
No		14	82%	-	+16	+16
Q12c. I know what to do to report improper conduct in my organisation		17				
Yes		15	88%	-	-4	0
No		2	12%	-	+4	0

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

RESPONDENT PROFILE

This data is to help you consider how representative the survey is of your agency. It also can provide a diversity profile of your workforce.

Survey Responses : 17 NOTE: Respondent profiles may vary from the actual population due to respondents misidentifying or reporting information incorrectly.

Gender	Survey %	Do you have a disability?	Survey %	Where is your workplace located?	Survey %
Male	35	Yes	0	Darwin City (including Palmerston)	100
Female	59	No	100	Katherine	0
Self-Specified	6			Alice Springs	0
Age Recoded	Survey %	What is your current employment status?	Survey %	Tennant Creek	0
15-34 YRS	29	Ongoing	35	Nhulunbuy	0
35-54 YRS	59	Fixed Term	47	Darwin Region (including the Tiwi Islands and West Arnhem)	0
55-64 YRS	12	Casual	6	East Arnhem Region	0
65+ YRS	0	Executive Contract	12	Alice Springs Region	0
				Katherine Region	0
				Barkly Region	0
Are you an Australian Aboriginal and/or Torres Strait Islander?	Survey %	Are you the manager of one or more employees?	Survey %	Outside of the Northern Territory	0
Yes	6	Yes	47		
No	94	No	53		
Reassigned/experienced significant change in work priorities due to COVID-19?	Survey %	Do you spend some time each week providing care for another person?	Survey %	How long have you been employed in your current organisation?	Survey %
Yes	12	Yes	47	Less than 3 months	12
No	88	No	53	3 months to less than 12 months	18
				1 - 4 years	35
Did your work arrangement change as a result of COVID-19?	Survey %	Do you work full-time or part-time?	Survey %	5 - 9 years	18
Yes	53	Full-time	100	10 - 14 years	18
No	47	Part-time	0	15 - 19 years	0
				20 - 29 years	0
				30 years or more	0

RESPONDENT PROFILE

This data is to help you consider how representative the survey is of your agency. It also can provide a diversity profile of your workforce.

Survey Responses : 17 NOTE: Values that appear as 0 have been rounded down due to the size of the group. Respondent profiles may vary from the actual population due to respondents misidentifying or reporting information incorrectly.

What is your current Classification or occupational group?	Survey %	Personal background is not a barrier to success in my organisation?	Survey %
Executive Contract Officer	12	Strongly agree	24
Administration Stream	71	Agree	65
General NTPS – Professional Stream	6	Disagree	6
General NTPS – Technical Stream	6	Strongly disagree	6
Admin & Corporate Services	6		
		Working flexibly is not a barrier to success in my organisation	Survey %
		Strongly agree	24
		Agree	47
		Neither agree nor disagree	12
		Disagree	12
		Strongly disagree	6
		My workplace has a flexible approach to work	Survey %
		Strongly agree	29
		Agree	65
		Neither agree nor disagree	6
		In the past 12 months, have you worked flexibly for any period of time?	Survey %
		Yes	65
		No	35

APPENDIX A: METHODOLOGY

SURVEY TIMEFRAME

This report contains results for the 2021 People Matter Employee Survey which was open from 22 February to 14 March 2021.

INDEX CALCULATIONS

Where questions have been grouped together to form an index for example Employee Satisfaction, this has been calculated by adding the unrounded positive scores of all items in the group, and then dividing by the number of questions in the index to create a % positive average figure. For ease of reporting this figure has been rounded. Please note this does not apply to the Engagement Index which has been calculated using the method outlined below.

EMPLOYEE ENGAGEMENT INDEX

Scores are assigned to each of the question responses in the index (100% strongly Agree, 75% Agree, 50% Neither agree nor disagree, 25% Disagree, and 0 Strongly disagree). Once the scores are added together these are then divided by the number of respondents to create an average % positive. For ease of reporting this figure has been rounded.

KEY DRIVER ANALYSIS

Experience tells us that a successful response to survey results requires focus on key priorities. Key Driver Analysis (KDA) helps identify these priority areas. Statistical techniques including Pearson's correlation analysis identifies the individual questions with the strongest influence on your engagement index.

Pearson's correlation measures the strength of the relationship between variables and the direction of that relationship. For example, it measures the extent to which a strong response to one variable indicates a strong response in the other.

This approach is used to identify which questions have the strongest positive relationship with the engagement index, and therefore on engagement. Once we know the highest impacting questions, to simplify reporting we take the highest impacting questions to determine 6 Key Driver questions. the parent unit.

APPENDIX B: COMPARATOR GROUPS

Comparator Group - Agencies that have similar characteristics (eg central coordination, service delivery, regulation etc) are grouped together for the purpose of comparing results.

The 2021 comparator groups are:

Central Agency

Department of Corporate and Digital Development
Department of the Chief Minister and Cabinet
Office of the Commissioner for Public Employment
Department of Treasury and Finance
Department of Legislative Assembly
Department of the Attorney General and Justice

Commercial (or includes commercial element)

Jacana Energy
Power and Water Corporation
Land Development Corporation
Territory Generation

Statutory Authority

Independent Commissioner Against Corruption
Auditor General
Electoral Commission
Ombudsman
Aboriginal Areas Protection Authority

Industry Regulation &/or Public Infrastructure

Department of Environment Parks and Water Security
Department of Industry Tourism and Trade
Department of Infrastructure, Planning and Logistics

Service Delivery - Public facing

Department of Territory Families, Housing and Communities
NT Health - Department of Health, TEHS, CAHS
Northern Territory Police Fire and Emergency Services
Department of Education

TIME TO TAKE ACTION


CELEBRATE

The things we do well:

THINK ABOUT HOW WE CAN BUILD ON OUR STRENGTHS AND LEARN FROM WHAT WE ARE GOOD AT.


INVESTIGATE FURTHER WITH OUR TEAMS

Are there any other opportunities coming out of the results that we want to explore further?

HOW COULD WE INVESTIGATE? THROUGH LOOKING AT THE DATA IN MORE DETAIL OR THROUGH DISCUSSIONS WITH STAFF?


OPPORTUNITIES

Areas we need to focus on and turn into action plans:

WHAT ARE THE KEY THINGS WE NEED TO IMPROVE TO MAKE WORKING HERE BETTER?



USE THIS PAGE TO START YOUR LOCAL ACTION PLANS

- IDENTIFY AREAS TO CELEBRATE, OPPORTUNITIES FOR IMPROVEMENT AND AREAS WHICH YOU NEED TO INVESTIGATE FURTHER.

- PRIORITISE 3 AREAS TO TAKE FORWARD

PRIORITISE 3 AREAS FOR ACTION	TIMESCALES	OWNER	RESOURCES REQUIRED	TARGET / SUCCESS MEASURE
01.				
02.				
03.				