



NT PEOPLE MATTER SURVEY 2021

RESPONSE
RATE:

53%

RESPONSES:

2246
of 4211

Department of Education



YOUR EMPLOYEE ENGAGEMENT SCORE:



72%

VARIANCE from 2018 SURVEY: +3

VARIANCE from NTPS: +7

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:



79%

VARIANCE from 2018 SURVEY: +6

VARIANCE from NTPS: +9



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

75%

DISABILITY - Yes

69%

AGE - 55+ YRS

72%



HIGHEST SCORING QUESTIONS:

% POSITIVE

Q2g. I believe the work that I do is important

97%

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

96%

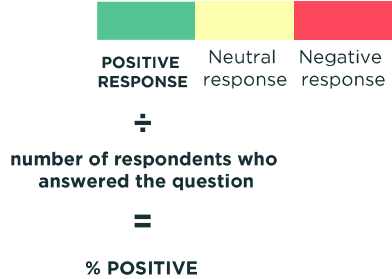
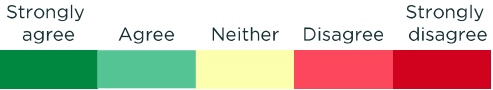
Q2e. I contribute to my workplace outside of the requirements of my job description

93%

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 SERVICE DELIVERY (PUBLIC FACING)

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
Q2g. I believe the work that I do is important	 97%	Q6h. My manger appropriately deals with employees who perform poorly	 35%	Q8c. I think it is safe to speak up and challenge the way things are done in this organisation	 25%
Q2c. I seek out opportunities to improve my day-to-day performance	 96%	Q8f. There is good collaboration between my organisation and other agencies or organisations we work with	 28%	Q7f. I feel senior managers engage with employees at all levels of the organisation	 20%
Q2e. I contribute to my workplace outside of the requirements of my job description	 93%	Q16a. I believe my organisation will take action as a result of this survey	 28%	Q16a. I believe my organisation will take action as a result of this survey	 19%
Q12g. My behaviour at work is informed by/guided by the Code of Conduct	 93%	Q5d. My work performance is assessed against clear criteria	 27%	Q8d. My organisation fairly considers recommendations from staff about how we could better operate	 19%
Q2b. My job allows me to utilise my skills, knowledge and abilities	 90%	Q8a. I know what I need to do to make changes happen in my organisation	 27%	Q5g. My manager has talked to me about what I could do to improve my performance	 19%



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				72%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM 2019 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
SAY	Q15a. I would recommend my organisation as a great place to work	28	43	19		71%	+2	-1	+10 ↑	+10 ↑
	Q15b. I am proud to tell others I work for my organisation	33	45	16		78%	+3	0	+10 ↑	+11 ↑
STAY	Q15c. I feel a strong personal attachment to my organisation	31	41	19		72%	+4	-1	+10 ↑	+12 ↑
STRIVE	Q15d. My organisation motivates me to help it achieve its objectives	27	42	22	7	69%	+8 ↑	+2	+11 ↑	+13 ↑
	Q15e. My organisation inspires me to do the best in my job	27	41	22	7	68%	+6 ↑	+1	+11 ↑	+13 ↑

KEY

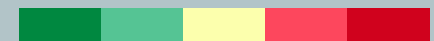


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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 2019
SURVEY

VARIANCE
FROM
COMPARATOR
GROUP

VARIANCE
FROM NTPS

.1

Q8d. My organisation fairly considers recommendations from staff about how we could better operate

55%

-

-

+9↑

+9↑

.2

Q9d. I am satisfied with the policies/practices in place to help me manage my health and wellbeing

67%

-

-

+5↑

+3

.3

Q7a. I am confident that my leaders have the appropriate capabilities and skills to lead my organisation

75%

-

-

+11↑

+12↑

.4

Q12f. I am confident that if I reported improper conduct in my organisation, it would be investigated in a thorough and objective manner

63%

-

-

+8↑

+8↑

.5

Q9b. In my organisation, senior leaders consider the wellbeing of employees to be important

71%

-

-

+11↑

+10↑

.6

Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders

71%

+4

+1

+7↑

+7↑

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	79%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM 2019 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
						+6 ↑	+2	+9 ↑	+9 ↑	
Q14a. I receive adequate recognition for doing a good job	22	48	18	9	69%	+6 ↑	+2	+9 ↑	+9 ↑	
Q14b. I have the appropriate level of autonomy to do my job effectively	30	54	10		84%	+6 ↑	+3	+5 ↑	+5 ↑	
Q14c. There are opportunities to be innovative in my job	32	52	10		84%	+6 ↑	+3	+11 ↑	+13 ↑	
Q14d. Overall, I am satisfied with my job	32	51	10		83%	+7 ↑	+3	+8 ↑	+10 ↑	
Q14e. Overall, I am satisfied with my organisation as an employer	28	48	14		76%	+6 ↑	+1	+10 ↑	+9 ↑	

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

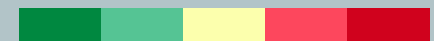
Strongly agree

Agree

Neither

Disagree

Strongly disagree



EMPLOYEE EXPERIENCE



EXPLORE THE FULL RESULTS

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

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

IS THERE ROOM FOR IMPROVEMENT?

PURPOSE				80%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM 2019 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Motivation	Q2g. I believe the work that I do is important	<div><div>71</div><div>26</div></div>				97%	-	-	+3	+4
	Q15d. My organisation motivates me to help it achieve its objectives	<div><div>27</div><div>42</div><div>22</div><div>7</div></div>				69%	+8 ⬆	+2	+11 ⬆	+13 ⬆
Purpose	Q8b. I believe in the purpose and objectives of the organisation	<div><div>32</div><div>55</div><div>10</div></div>				87%	+4	+2	+6 ⬆	+7 ⬆
	Q15e. My organisation inspires me to do the best in my job	<div><div>27</div><div>41</div><div>22</div><div>7</div></div>				68%	+6 ⬆	+1	+11 ⬆	+13 ⬆

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.

IS THERE ROOM FOR IMPROVEMENT?

	BELONGING	73%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM 2019 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Accepted	Q15c. I feel a strong personal attachment to my organisation	31	41	19			72%	+4	-1	+10 ↑	+12 ↑
	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's stated outcomes	38	51	8			88%	+8 ↑	+6 ↑	+3	+3
Included	Q5f. My manager has talked to me about what I am doing well in my work	22	44	19	11		65%	-	-	+7 ↑	+7 ↑
	Q5g. My manager has talked to me about what I could do to improve my performance	16	40	26	15		55%	-	-	+8 ↑	+8 ↑
	Q6c. My manager involves me in decisions about my work	32	41	15	8		73%	-	-	+5 ↑	+5 ↑
	Q6b. My manager keeps me informed about changes which affect me	34	44	12			78%	+12 ↑	+8 ↑	+6 ↑	+6 ↑
Respected	Q14a. I receive adequate recognition for doing a good job	22	48	18	9		69%	+6 ↑	+2	+9 ↑	+9 ↑
	Q3d. People in my workgroup treat each other with respect	40	43	9			83%	-	-	+6 ↑	+8 ↑

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.

IS THERE ROOM FOR IMPROVEMENT?

RECOGNITION	67%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM 2019 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2e. I contribute to my workplace outside of the requirements of my job description	<div><div>58</div><div>35</div><div></div></div>	93%	-	-	+4	+5 ↑	
Q14a. I receive adequate recognition for doing a good job	<div><div>22</div><div>48</div><div>18</div><div>9</div></div>	69%	+6 ↑	+2	+9 ↑	+9 ↑	
Q2f. I receive adequate recognition for the contributions I make outside of my job description	<div><div>17</div><div>39</div><div>24</div><div>13</div></div>	57%	-	-	+7 ↑	+7 ↑	
Q6h. My manger appropriately deals with employees who perform poorly	<div><div>18</div><div>30</div><div>35</div><div>11</div></div>	49%	-	-	+3	+4	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

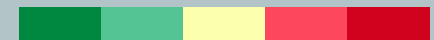


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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EMPLOYEE EXPERIENCE



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

IS THERE ROOM FOR IMPROVEMENT?

EMPLOYEE HEALTH AND WELLBEING		76%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM 2019 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
K	Q9d. I am satisfied with the policies/practices in place to help me manage my health and wellbeing	24	42	19	9		67%	-	-	+5 ↑	+3
	Q9a. In my organisation, my manager considers the wellbeing of employees to be important	39	42	9			82%	-	-	+6 ↑	+5 ↑
	Q9b. In my organisation, senior leaders consider the wellbeing of employees to be important	30	41	16	7		71%	-	-	+11 ↑	+10 ↑
	Q3d. People in my workgroup treat each other with respect	40	43	9			83%	-	-	+6 ↑	+8 ↑

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



EXPLORE THE FULL RESULTS

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

IS THERE ROOM FOR IMPROVEMENT?

BULLYING/HARASSMENT	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM 2019 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13a. Bullying is not tolerated in my organisation	35	38	15	8	73%	-	-	+9 ↑	+8 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

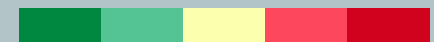


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



BULLYING/HARASSMENT



EXPLORE THE FULL RESULTS

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IS THERE ROOM FOR IMPROVEMENT?

BULLYING/HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM 2019 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13d. Experienced bullying/harassment in the past 12 months		2246					
Experienced bullying		454	20%	-	-	-3	-2
Experienced sexual harassment		9	0%	-	-	0	-1
Experienced both bullying and sexual harassment		88	4%	-	-	-2	-2
No		1535	68%	-	-	+8	+6
Prefer not to say		160	7%	-	-	-2	-2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING/HARASSMENT



EXPLORE THE FULL RESULTS

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

IS THERE ROOM
FOR
IMPROVEMENT?

BULLYING	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM 2019 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q131. Have you submitted a formal complaint regarding the bullying incident you personally experience?		542					
Yes	<div></div>	89	16%	-	-	+1	+1
No	<div></div>	453	84%	-	-	-1	-1
Q131. Did the bullying/harassment you experienced cause you to take time off from work?		542					
Yes	<div></div>	180	33%	-	-	+2	+1
No	<div></div>	362	67%	-	-	-2	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER
THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN
COMPARATOR

BULLYING/HARASSMENT



EXPLORE THE FULL RESULTS

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

IS THERE ROOM FOR IMPROVEMENT?

HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM 2019 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13k. Have you submitted a formal complaint regarding the harassment/abuse you personally experienced?		97					
Yes	<div></div>	21	22%	-	-	+2	+3
No	<div></div>	76	78%	-	-	-2	-3
Q13n. Did the harassment/abuse you experienced cause you to take time off from work?		97					
Yes	<div></div>	30	31%	-	-	-1	-3
No	<div></div>	67	69%	-	-	+1	+3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING/HARASSMENT



EXPLORE THE FULL RESULTS

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

IS THERE ROOM FOR IMPROVEMENT?

WITNESSED BULLYING/HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM 2019 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
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Q13b. In the past 12 months, have you witnessed bullying/sexual harassment at work?

2246

Yes	<div></div>	555	25%	-	-	-7 ↓	-5 ↓
No	<div></div>	1691	75%	-	-	+7 ↑	+5 ↑

Q13c. What action did you take after witnessing this bullying/sexual harassment?

900

Spoke about the matter to the person perceived to be the bully	<div></div>	135	15%	-	-	-1	-1
Spoke about the matter to the person perceived to have been bullied	<div></div>	220	24%	-	-	-2	-2
Reported the matter formally or informally	<div></div>	315	35%	-	-	+2	+2
Made a note of the occurrence but took no action	<div></div>	115	13%	-	-	+1	0
Took no action	<div></div>	62	7%	-	-	0	0
Other	<div></div>	53	6%	-	-	0	0

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 2019 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)		2246					
Yes	<div></div>	1243	55%	+3	-7	+3	0
No	<div></div>	649	29%	-4	0	-4	-3
Not Sure	<div></div>	354	16%	+2	+6	+1	+3
Q5b. I have received formal feedback on individual performance		2246					
Yes	<div></div>	1155	51%	+2	-2	+6	+2
No	<div></div>	1091	49%	-2	+2	-6	-2
Q5c. I have received informal feedback on individual performance		2246					
Yes	<div></div>	1840	82%	+2	0	+8	+7
No	<div></div>	406	18%	-2	0	-8	-7

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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?

PERFORMANCE CONVERSATIONS	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM 2019 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q5e. I receive regular and timely feedback from my manager	17	42	23	13	59%	+5	+1	+7	+6
Q5f. My manager has talked to me about what I am doing well in my work	22	44	19	11	65%	-	-	+7	+7
Q5g. My manager has talked to me about what I could do to improve my performance	16	40	26	15	55%	-	-	+8	+8
Q5d. My work performance is assessed against clear criteria	18	40	27	11	58%	-	-	+8	+8

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



CAPABILITY



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 2019 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?		2246					
Yes	<div></div>	1735	77%	+20	+17	+7	+7
No	<div></div>	511	23%	-10	-5	-7	-7
Q4b. In the past 12 months, have you undertaken any learning and development activities?		2246					
Yes	<div></div>	1917	85%	-	-	+12	+18
No	<div></div>	329	15%	-	-	-12	-18
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)?		1917					
Yes	<div></div>	1363	71%	-	-	+4	+4
No	<div></div>	554	29%	-	-	-4	-4

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

CAPABILITY



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

IS THERE ROOM FOR IMPROVEMENT?

LEARNING AND DEVELOPMENT	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM 2019 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q4f. My manager helps to develop my capability (work related skills and knowledge)	29	43	17	7	72%	+10 ↑	+9 ↑	+9 ↑	+9 ↑
Q4d. The learning and development I have undertaken has helped me advance my career	23	41	27	8	63%	+22 ↑	+17 ↑	+1	+3
Q4e. The learning and development I have undertaken has helped me to do my job better	34	54	9		88%	+11 ↑	+9 ↑	+3	+5 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



CAPABILITY



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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 2019 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
Q2g. I believe the work that I do is important			71	26	97%	-	-	+3	+4	
Q2d. I clearly understand what I am expected to do in this job			42	46	7	89%	0	-2	+3	+5
Q14b. I have the appropriate level of autonomy to do my job effectively			30	54	10	84%	+6	+3	+5	+5
Q2b. My job allows me to utilise my skills, knowledge and abilities			43	47		90%	+2	+1	+4	+6
Q6g. My manager enables the team to do their best			33	43	16	76%	-	-	+6	+6

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

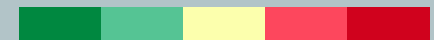


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



INNOVATION



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

IS THERE ROOM FOR IMPROVEMENT?

AUTONOMY			88%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM 2019 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
Q2d. I clearly understand what I am expected to do in this job			42	46	7	89%	0	-2	+3	+5 ↑
Q14b. I have the appropriate level of autonomy to do my job effectively			30	54	10	84%	+6 ↑	+3	+5 ↑	+5 ↑
Q2b. My job allows me to utilise my skills, knowledge and abilities			43	47		90%	+2	+1	+4	+6 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

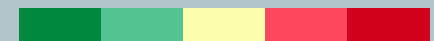


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



INNOVATION



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

IS THERE ROOM FOR IMPROVEMENT?

CONTINUOUS IMPROVEMENT		71%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM 2019 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	21	50	16	10		71%	+4	+1	+7 ↑	+7 ↑
	Q16a. I believe my organisation will take action as a result of this survey	17	36	28	12	7	53%	+2	-3	+11 ↑	+10 ↑
	Q8a. I know what I need to do to make changes happen in my organisation	15	45	27	11		60%	+12 ↑	+6 ↑	+5 ↑	+6 ↑
	Q2c. I seek out opportunities to improve my day-to-day performance	50	46				96%	-	-	+3	+4
	Q8c. I think it is safe to speak up and challenge the way things are done in this organisation	17	38	20	15	10	55%	-	-	+7 ↑	+6 ↑
K	Q8d. My organisation fairly considers recommendations from staff about how we could better operate	17	38	25	12	7	55%	-	-	+9 ↑	+9 ↑
	Q3b. My workgroup always tries to improve its performance	43	46	7			89%	-	-	+7 ↑	+9 ↑
	Q14c. There are opportunities to be innovative in my job	32	52	10			84%	+6 ↑	+3	+11 ↑	+13 ↑
	Q10b. We act on the feedback we receive from clients/customers/stakeholders	25	53	15			79%	0	-2	+8 ↑	+9 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

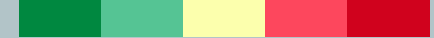


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree 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		74%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM 2019 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	21	50	16	10		71%	+4	+1	+7 ↑	+7 ↑
	Q10e. In my organisation we put the client/customer/stakeholder at the centre of everything we do	37	43	13			80%	+3	-2	+7 ↑	+9 ↑
	Q10c. In my organisation, earning and sustaining a high level of public trust is seen as important	41	47	9			88%	+7 ↑	+6 ↑	+3	+4
	Q10d. My organisation provides high quality services to the Northern Territory community	37	46	12			83%	+5 ↑	+4	+5 ↑	+4
	Q3c. People in my workgroup use their time and resources efficiently	32	47	14			79%	-	-	+7 ↑	+9 ↑
	Q8f. There is good collaboration between my organisation and other agencies or organisations we work with	16	43	28	9		59%	-	-	+6 ↑	+6 ↑
	Q8e. There is good cooperation between teams across our organisation	16	42	23	13		58%	-	-	+9 ↑	+9 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

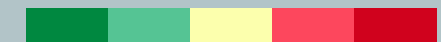
Strongly agree

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 91%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM 2019 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2g. I believe the work that I do is important	71	26	97%	-	-	+3	+4
Q2d. I clearly understand what I am expected to do in this job	42	46	89%	0	-2	+3	+5 ↑
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's stated outcomes	38	51	88%	+8 ↑	+6 ↑	+3	+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 Agree Neither Disagree Strongly disagree



MANAGERS



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

IS THERE ROOM FOR IMPROVEMENT?

COMMUNICATION	68%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM 2019 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q4g. My manager discusses my career plan with me	22	37	23	13		59%	+13 ↑	+10 ↑	+6 ↑	+6 ↑
Q6g. My manager enables the team to do their best	33	43	16			76%	-	-	+6 ↑	+6 ↑
Q5f. My manager has talked to me about what I am doing well in my work	22	44	19	11		65%	-	-	+7 ↑	+7 ↑
Q5g. My manager has talked to me about what I could do to improve my performance	16	40	26	15		55%	-	-	+8 ↑	+8 ↑
Q6c. My manager involves me in decisions about my work	32	41	15	8		73%	-	-	+5 ↑	+5 ↑
Q6b. My manager keeps me informed about changes which affect me	34	44	12			78%	+12 ↑	+8 ↑	+6 ↑	+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



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	74%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM 2019 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q12d. I would be confident in approaching my manager to discuss concerns and grievances	38	43	8		81%	-	-	+4	+4
Q6d. My manager demonstrates objectivity in decision-making	30	44	17		74%	-	-	+6 ↑	+6 ↑
Q6j. My manager encourages behaviours that are consistent with the NTPS values	37	44	14		81%	-	-	+6 ↑	+6 ↑
Q6e. My manager is an effective decision maker	32	43	16		75%	-	-	+5 ↑	+6 ↑
Q6a. My manager listens to what I have to say	39	44	9		83%	-	-	+6 ↑	+6 ↑
Q6f. My manager sees avoiding conflicts of interest as being important	30	41	21		71%	-	-	+3	+2
Q6h. My manager appropriately deals with employees who perform poorly	18	30	35	11	49%	-	-	+3	+4

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

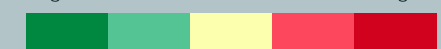


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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 76%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM 2019 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q8b. I believe in the purpose and objectives of the organisation	32	55	10	87%	+4	+2	+6 ↑	+7 ↑
Q7c. I believe the senior management team has a clear vision for the future of this organisation	28	44	18	72%	+3	+2	+14 ↑	+16 ↑
Q7b. Senior managers provide clear strategy and direction	25	44	19	69%	-	-	+13 ↑	+15 ↑

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



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IS THERE ROOM FOR IMPROVEMENT?

COMMUNICATION	60%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM 2019 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q7h. Communications about change from senior managers are timely	19	40	23	12		59%	+7 ↑	+7 ↑	+10 ↑	+11 ↑
Q7f. I feel senior managers engage with employees at all levels of the organisation	24	36	20	13		60%	-	-	+12 ↑	+12 ↑
Q7g. I feel senior managers keep employees informed about what is going on	21	41	20	12		62%	-	-	+11 ↑	+12 ↑
Q7e. I feel the senior managers in my organisation make timely decisions	21	39	23	11		61%	-	-	+12 ↑	+12 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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SENIOR MANAGERS



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IS THERE ROOM FOR IMPROVEMENT?

INTEGRITY AND ACCOUNTABILITY		72%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM 2019 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
K	Q7a. I am confident that my leaders have the appropriate capabilities and skills to lead my organisation	31	44	13	8		75%	-	-	+11 ↑	+12 ↑
	Q7d. I feel that senior managers model the behaviours expected of employees	26	42	18	9		68%	-	-	+12 ↑	+12 ↑
	Q12k. In my organisation, behaving impartially is seen as important	27	42	24			69%	-	-	+3	+2
	Q12j. In my organisation, engaging in improper conduct is not tolerated	33	42	17			75%	-	-	+7 ↑	+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



GOVERNANCE



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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 2019 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Change Management	Q7i. My senior manager effectively leads and manages change	24	41	21	9	64%	+2	-1	+10 ↑	+11 ↑
	Q6b. My manager keeps me informed about changes which affect me	34	44	12		78%	+12 ↑	+8 ↑	+6 ↑	+6 ↑
Code of Conduct	Q12g. My behaviour at work is informed by/guided by the Code of Conduct	46	48			93%	-	-	+2	+2
	Q12h. My manager's behaviour at work is informed by/guided by the Code of Conduct	41	45	11		86%	-	-	+5 ↑	+5 ↑
Merit	Q11a. People recruited to my organisation seem to have the right skills for the job	17	47	23	10	64%	-	-	+11 ↑	+11 ↑
	Q11b. Recruitment and promotion decisions in my workplace are based on merit	17	39	27	11	56%	-	-	+10 ↑	+9 ↑
Values	Q2a. My behaviour at work is informed/guided by the NTPS values	36	48	14		84%	-	-	0	-1
	Q6i. My manager's behaviour at work is informed/guided by the NTPS values	37	42	16		79%	-	-	+6 ↑	+6 ↑
WHS	Q9c. There is an appropriate level of focus on safety at my workplace	28	49	13		77%	-	-	+7 ↑	+4

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

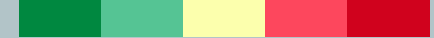


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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 2019
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)

2246

Yes

2176 **97%**

-

-

-1

-1

No

70 **3%**

-

-

+1

+1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER
THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN
COMPARATOR

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?

ORGANISATIONAL ACCOUNTABILITY		71%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM 2019 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
K	Q12d. I would be confident in approaching my manager to discuss concerns and grievances	38	43	8		81%	-	-	+4	+4
	Q12i. In my organisation, avoiding conflict of interest is seen as important	29	44	20		73%	-	-	+2	-1
	Q12j. In my organisation, engaging in improper conduct is not tolerated	33	42	17		75%	-	-	+7 ↑	+7 ↑
	Q3c. People in my workgroup use their time and resources efficiently	32	47	14		79%	-	-	+7 ↑	+9 ↑
	Q11b. Recruitment and promotion decisions in my workplace are based on merit	17	39	27	11	56%	-	-	+10 ↑	+9 ↑
	Q12e. I am confident that I would be protected from reprisal for reporting improper conduct	28	40	18	8	68%	-	-	+9 ↑	+9 ↑
	Q12f. I am confident that if I reported improper conduct in my organisation, it would be investigated in a thorough and objective manner	24	39	22	9	63%	-	-	+8 ↑	+8 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

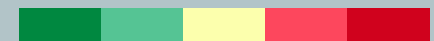


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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 2019
SURVEY

VARIANCE
FROM
COMPARATOR
GROUP

VARIANCE
FROM NTPS

Q12b. I have witnessed improper conduct

2246

Yes	<div></div>	625	28%	-	-	-8↓	-6↓
No	<div></div>	1621	72%	-	-	+8↑	+6↑

Q12c. I know what to do to report improper conduct
in my organisation

2246

Yes	<div></div>	1902	85%	-	-	-3	-3
No	<div></div>	344	15%	-	-	+3	+3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER
THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN
COMPARATOR

DEPARTMENT OF EDUCATION QUESTIONS



EXPLORE THE FULL RESULTS

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

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

IS THERE ROOM FOR IMPROVEMENT?

RESPONSE SCALE		RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM 2019 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
QDOE1. Are you a school based employee?		2246					
School based	<div></div>	1653	74%	-	-	0	0
Non-school based	<div></div>	593	26%	-	-	0	0
QDOE2. What best describes your position type/s within your school?		1842					
Classroom teacher	<div></div>	889	48%	-	-	0	0
HALT	<div></div>	22	1%	-	-	0	0
Senior Teacher	<div></div>	128	7%	-	-	0	0
School leadership team	<div></div>	72	4%	-	-	0	0
Assistant principal	<div></div>	64	3%	-	-	0	0
Principal	<div></div>	109	6%	-	-	0	0
Admin/business manager	<div></div>	132	7%	-	-	0	0
Other leadership position (please specify)	<div></div>	89	5%	-	-	0	0
Classroom/learning support	<div></div>	171	9%	-	-	0	0
Community/home liaison	<div></div>	33	2%	-	-	0	0
School based - other	<div></div>	133	7%	-	-	0	0
<div> <div>KEY</div> <div> AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR </div> <div> AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR </div> </div>							

DEPARTMENT OF EDUCATION QUESTIONS



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?

	75%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM 2019 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
QDOE3. My manager ensures I have frequent structured time to collaborate with my colleagues	25	46	17	8		72%	-	-	0	0
QDOE4. I have access to professional development opportunities which focus on understanding our learners	28	48	15	7		76%	-	-	0	0
QDOE5. My manager understands how to build expertise in my team	24	46	21			70%	-	-	0	0
QDOE6. I understand how to build expertise in my team	22	55	19			78%	-	-	0	0
QDOE7. I have access to necessary expertise to support my professional development within my team and/or from other business units/teams	22	51	19			73%	-	-	0	0
QDOE8. My school/team utilises my skills and expertise	27	52	13			79%	-	-	0	0

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

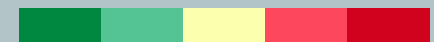


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



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 : 2246 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	19	Yes	5	Darwin City (including Palmerston)	49
Female	78	No	95	Katherine	9
Self-Specified	2			Alice Springs	9
Age Recoded	Survey %	What is your current employment status?	Survey %	Tennant Creek	2
15-34 YRS	25	Ongoing	58	Nhulunbuy	2
35-54 YRS	53	Fixed Term	34	Darwin Region (including the Tiwi Islands and West Arnhem)	11
55-64 YRS	20	Casual	3	East Arnhem Region	4
65+ YRS	3	Executive Contract	5	Alice Springs Region	4
				Katherine Region	7
				Barkly Region	3
				Outside of the Northern Territory	0
Are you an Australian Aboriginal and/or Torres Strait Islander?	Survey %	Are you the manager of one or more employees?	Survey %	How long have you been employed in your current organisation?	Survey %
Yes	10	Yes	26	Less than 3 months	7
No	90	No	74	3 months to less than 12 months	7
				1 - 4 years	30
				5 - 9 years	21
				10 - 14 years	14
				15 - 19 years	8
				20 - 29 years	9
				30 years or more	4
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 %		
Yes	17	Yes	34		
No	83	No	66		
Did your work arrangement change as a result of COVID-19?	Survey %	Do you work full-time or part-time?	Survey %		
Yes	16	Full-time	90		
No	84	Part-time	10		

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 : 2246 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 %
Executive Contract Officer	2
Administration Stream	24
General NTPS – Professional Stream	2
General NTPS – Technical Stream	0
General NTPS- Physical Stream	1
Graduate	0
Trainees/NTPS Apprentices/NICP	0
Other (please specify)	1
Aboriginal and Torres Strait Islander Health Practitioners	0
Allied Health Professional (General NTPS Professional)	0
Teacher (incl Senior Teachers and Assistant Principals)	55
Teaching Principals	2
Executive Contract Principals	3
Assistant Teacher	6
Admin & Corporate Services	0
Trade Technical	0
Other	4

Personal background is not a barrier to success in my organisation?

	Survey %
Strongly agree	31
Agree	44
Neither agree nor disagree	16
Disagree	6
Strongly disagree	3

Working flexibly is not a barrier to success in my organisation

	Survey %
Strongly agree	21
Agree	37
Neither agree nor disagree	25
Disagree	12
Strongly disagree	5

My workplace has a flexible approach to work

	Survey %
Strongly agree	18
Agree	40
Neither agree nor disagree	24
Disagree	14
Strongly disagree	4

In the past 12 months, have you worked flexibly for any period of time?

	Survey %
Yes	25
No	75

SURVEY INDICIES BY DEMOGRAPHICS

		Number of respondents	Employee Engagement (% positive)	Employee Satisfaction (% positive)
<i>"Restricted" indicates a group with less than 10 respondents</i>				
Northern Territory Public Sector		9,581	65%	70%
Department of Education		2,246	72%	79%
ATSI	Yes	234	75%	87%
DISABILITY	Yes	102	69%	70%
GENDER	Male	434	72%	80%
	Female	1,759	73%	80%
	Self-Specified	53	54%	48%
AGE	15-34 YRS	553	73%	80%
	35-54 YRS	1,188	72%	79%
	55-64 YRS	440	71%	80%
	65+ YRS	65	73%	80%
AGENCY TENURE	Less than 3 months	305	74%	82%
	3 months to less than 12 months	273	75%	82%
	1 - 4 years	859	72%	80%
	5 - 9 years	401	72%	77%
	10 - 14 years	182	67%	74%
	15 - 19 years	87	74%	75%
	20 - 29 years	109	72%	77%
	30 years or more	30	71%	79%
FLEXIBLE WORKING	Yes	570	74%	82%
	No	1,676	72%	78%

SURVEY INDICIES BY DEMOGRAPHICS

		Number of respondents	Employee Engagement (% positive)	Employee Satisfaction (% positive)
<i>"Restricted" indicates a group with less than 10 respondents</i>				
Northern Territory Public Sector		9,581	65%	70%
Department of Education		2,246	72%	79%
MANAGER	Managers	581	73%	80%
	Non-managers	1,665	72%	79%
WORKING ARRANGEMENT	Ongoing	1,308	71%	78%
	Fixed Term	761	73%	80%
	Casual	64	71%	76%
	Executive Contract	113	79%	84%
EMPLOYMENT TYPE	Full-time	2,026	72%	79%
	Part-time	220	75%	82%
REGION	Darwin City (including Palmerston)	1,101	72%	79%
	Katherine	207	72%	80%
	Alice Springs	196	76%	83%
	Tennant Creek	53	72%	81%
	Nhulunbuy	40	72%	76%
	Darwin Region (including the Tiwi Islands and West Arnhem)	244	74%	80%
	East Arnhem Region	97	68%	76%
	Alice Springs Region	79	73%	86%
	Katherine Region	162	72%	78%
	Barkly Region	66	73%	78%
	Outside of the Northern Territory	1	Restricted	Restricted

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.				