



NT PEOPLE MATTER SURVEY 2023

Northern Territory Police, Fire and Emergency Services

RESPONSE RATE:

28%

RESPONSES:

670
of 2398

YOUR EMPLOYEE ENGAGEMENT SCORE:

54%



VARIANCE from 2021 SURVEY: +4

VARIANCE from NTPS: ↓ -10

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:

53%



VARIANCE from 2021 SURVEY: +4

VARIANCE from NTPS: ↓ -17



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

49%

DISABILITY - Yes

54%

AGE - 55+ YRS

58%



HIGHEST SCORING QUESTIONS:

% POSITIVE

Q2g. I believe the work I do is important

90%

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

89%

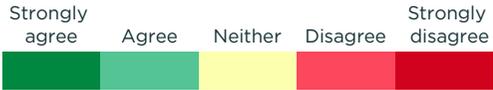
Q2c. I seek out opportunities to improve my day-to-day performance

87%

GUIDE TO THIS REPORT

% POSITIVE

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



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

ROUNDING

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

	STRONGLY AGREE	AGREE	NEITHER	DISAGREE	STRONGLY DISAGREE	TOTAL
NUMBER OF RESPONSES	151	166	176	96	24	613
PERCENTAGE	24.63%	27.08%	28.71%	15.66%	3.92%	100%
ROUNDED PERCENTAGE	25%	27%	29%	16%	4%	101%
NUMBER OF POSITIVE	151 + 166 = 317					
% POSITIVE	317 ÷ 613 = 52%					

ANONYMITY

IT IS ENGINE'S PRACTICE NOT TO DISPLAY THE RESULTS OF GROUPS TO THE EXTENT WHERE THE ANONYMITY OF INDIVIDUALS MAY BE COMPROMISED. RESULTS FOR TEAMS WITH LESS THAN 10 WILL NOT RECEIVE AN INDIVIDUAL REPORT. HOWEVER, THEIR DATA WILL STILL CONTRIBUTE TO THE SCORES FOR THEIR GROUP AND THE ORGANISATION OVERALL.

COMPARISONS TO COMPARATOR GROUP

WITHIN THIS REPORT A COMPARISON AGAINST COMPARATOR GROUP REFERS TO 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 I do is important	90%	Q16a. I believe my organisation took appropriate action from the last People Matter survey	45%	Q8c. It is safe to speak up and challenge the way things are done in my organisation	52%
Q12g. My behaviour at work is guided by the code of conduct	89%	Q16b. I believe my organisation will take action as a result of this survey	37%	Q11b. Recruitment and promotion decisions in my workplace are based on merit	52%
Q2c. I seek out opportunities to improve my day-to-day performance	87%	Q15d. My organisation motivates me to help it achieve its objectives	36%	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	48%
Q2e. I contribute to my workplace outside of the requirements of my job description	87%	Q15e. My organisation inspires me to do the best in my job	36%	Q7e. The senior managers in my organisation make timely decisions	44%
Q10c. In my organisation, earning and sustaining a high level of public trust is seen as important	86%	Q11a. People recruited to my organisation seem to have the right skills for the job	35%	Q7g. Senior managers keep employees informed about what's going on	43%



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		54%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
SAY	Q15a. I would recommend my organisation as a great place to work	8	29	29	21	13	37%	+3	-18 ↓	-23 ↓
	Q15b. I am proud to tell others I work for my organisation	13	39	26	15	7	52%	+4	-11 ↓	-14 ↓
STAY	Q15c. I feel a strong personal attachment to my organisation	15	38	27	13	7	53%	+3	-3	-3
STRIVE	Q15d. My organisation motivates me to help it achieve its objectives		28	36	20	9	34%	+5 ↑	-16 ↓	-20 ↓
	Q15e. My organisation inspires me to do the best in my job	8	26	36	20	10	34%	+5 ↑	-17 ↓	-20 ↓

KEY

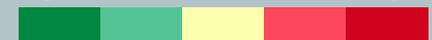


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



KEY DRIVERS OF ENGAGEMENT



WHAT TO FOCUS ON?

THESE QUESTIONS HAVE BEEN IDENTIFIED AS YOUR KEY DRIVERS OF ENGAGEMENT.

THEY ARE NOT NECESSARILY THE QUESTIONS WITH THE LOWEST SCORES.

SOME WILL BE AREAS TO IMPROVE UPON AND OTHERS WILL BE AREAS TO MAINTAIN. IN ORDER TO IMPROVE ENGAGEMENT DEVELOPING ACTIONS AND ACTIVITIES FOCUSED ON THESE QUESTIONS WILL HELP IMPROVE PERFORMANCE.

CONSIDER WHETHER THESE AREAS CAN BE ALIGNED WITH CURRENT PRIORITIES AND OBJECTIVES TO ENSURE ACTIONS CAN BE SUSTAINED.



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

%
POSITIVE

VARIANCE FROM 2021 SURVEY

VARIANCE FROM COMPARATOR GROUP

VARIANCE FROM NTPS

		% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
.1	Q16a. I believe my organisation took appropriate action from the last People Matter survey	16%	-	-7 ↓	-13 ↓
.2	Q7b. Senior managers provide clear strategy and direction	35%	+6 ↑	-16 ↓	-21 ↓
.3	Q7d. Senior managers model the behaviours expected of employees	35%	+9 ↑	-18 ↓	-23 ↓
.4	Q7a. I'm confident that my senior managers have the appropriate capabilities and skills to lead my organisation	42%	+6 ↑	-16 ↓	-21 ↓
.5	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	23%	+1	-20 ↓	-24 ↓
.6	Q7c. The senior management team has a clear vision for the future of the organisation	30%	-3	-20 ↓	-25 ↓

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	53%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS			
Q14a. I receive adequate recognition for doing a good job	7	29	29	23	13	36%	0	-20 ↓	-24 ↓
Q14b. I have the appropriate level of autonomy to do my job effectively	16	56	18	8	72%	+9 ↑	-8 ↓	-9 ↓	
Q14c. There are opportunities to be innovative in my job	12	41	25	15	53%	+2	-15 ↓	-16 ↓	
Q14d. Overall, I am satisfied with my job	13	47	21	12	60%	+4	-10 ↓	-12 ↓	
Q14e. Overall, I am satisfied with my organisation as an employer	9	34	25	19	13	43%	+4	-17 ↓	-23 ↓

KEY

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

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR
 Strongly agree
Agree
Neither
Disagree
Strongly disagree

EMPLOYEE EXPERIENCE



EXPLORE THE FULL RESULTS

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

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

PURPOSE		57%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Motivation	Q2g. I believe the work I do is important	42	48		90%	+5 ↑	-4	-3
	Q15d. My organisation motivates me to help it achieve its objectives	28	36	20 9	34%	+5 ↑	-16 ↓	-20 ↓
Purpose	Q8b. I believe in the purpose and objectives of my organisation	18	52	20 7	69%	+8 ↑	-9 ↓	-10 ↓
	Q15e. My organisation inspires me to do the best in my job	8	26	36 20 10	34%	+5 ↑	-17 ↓	-20 ↓

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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

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

EMPLOYEE EXPERIENCE



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

BELONGING		56%	RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Accepted	Q15c. I feel a strong personal attachment to my organisation	15	38	27	13	7	53%	+3	-3	-3	
	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	29	56	9			85%	+11↑	-1	-3	
Included	Q5f. My manager has talked to me about what I am doing well in my work	9	31	24	25	11	40%	0	-16↓	-20↓	
	Q5g. My manager has talked to me about what I could do to improve my performance	26	31	27	11		30%	-2	-15↓	-19↓	
	Q6c. My manager involves me in decisions about my work	18	41	21	13	7	59%	+4	-7↓	-10↓	
	Q6b. My manager tells me about changes that affect me	19	48	17	10		66%	+6↑	-4	-7↓	
Respected	Q14a. I receive adequate recognition for doing a good job	7	29	29	23	13	36%	0	-20↓	-24↓	
	Q3d. People in my workgroup treat each other with respect	30	48	13			78%	+8↑	0	-2	

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

RECOGNITION	48%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2e. I contribute to my workplace outside of the requirements of my job description	43	44 9	87%	+4	-1	0
Q14a. I receive adequate recognition for doing a good job	7 29	29 23 13	36%	0	-20 ↓	-24 ↓
Q2f. I get adequate recognition for the contributions I make outside of my job description	21	29 29 16	26%	-1	-19 ↓	-23 ↓
Q6h. My manager appropriately deals with employees who perform poorly	10 32	33 15 10	42%	+6 ↑	-1	-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)

EMPLOYEE EXPERIENCE



EXPLORE THE FULL RESULTS

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

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

EMPLOYEE HEALTH AND WELLBEING	61%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS			
Q9d. I am satisfied with the policies/practices in place to help me manage my health and wellbeing	12	35	26	16	11	47%	+8 ↑	-11 ↓	-17 ↓
Q9a. My manager thinks employees' wellbeing is important	28	42	15	8		71%	+8 ↑	-6 ↓	-10 ↓
Q9b. Senior managers think employees' wellbeing is important	16	32	21	16	15	48%	+18 ↑	-12 ↓	-17 ↓
Q3d. People in my workgroup treat each other with respect	30	48	13			78%	+8 ↑	0	-2

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



EXPLORE THE FULL RESULTS

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

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

EMPLOYEE HEALTH AND WELLBEING	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q9f. I feel burned out by my work		670				
Strongly agree		152	23%	-	+1	+6
Agree		217	32%	-	+6	+9
Neither agree nor disagree		156	23%	-	-3	-4
Disagree		116	17%	-	-4	-8
Strongly disagree		29	4%	-	-1	-2
Q9g. How often do you find work stressful		670				
Always		78	12%	-	+2	+4
Often		261	39%	-	+4	+8
Sometimes		255	38%	-	-5	-8
Rarely		65	10%	-	-1	-4
Never		11	2%	-	0	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

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

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

BULLYING / SEXUAL HARASSMENT	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13a. Bullying/sexual harassment is not tolerated in my organisation	<div style="display: flex; justify-content: space-between;"> 27 40 17 10 </div>	67%	+20 ↑	-6 ↓	-10 ↓

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13d. Experienced bullying / physical abuse / sexual harassment in the past 12 months		670				
Experienced Bullying (all instances)		212	32%	-6 ↓	+1	+6 ↑
Experienced Physical Abuse (all instances)		8	1%	-	0	+1
Experienced Sexual Harassment (all instances)		54	8%	-3	+1	+2
No		382	57%	+7 ↑	-3	-8 ↓
Prefer not to say		71	11%	-2	+2	+2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

THE RESULTS FOR Q13E ARE PRODUCED BY GROUPING THE INDIVIDUAL RESPONSES TO THIS QUESTION INTO INTERNAL AND EXTERNAL GROUPS OF PEOPLE. FOR EXAMPLE, A CLIENT/CUSTOMER; MEMBER OF THE PUBLIC; CONSULTANT/SERVICE PROVIDER; AND REPRESENTATIVE OF ANOTHER ORGANISATION ARE ALL INCLUDED IN THE EXTERNAL RESULTS. MULTIPLE ANSWERS CAN BE SELECTED (I.E. A CLIENT/CUSTOMER, AS WELL AS A COLLEAGUE), THE PERCENTAGE WILL NOT EQUAL 100%.

BULLYING	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13e. Who bullied you?		212				
Internal people (all instances)		196	92%	-4	+5	+3
External people (all instances)		37	17%	+4	-6	-4
Q13f. Have you made a formal complaint about the bullying incident?		212				
Yes		37	17%	+6	-5	-3
No		175	83%	-6	+5	+3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

BULLYING	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13g. If you made a formal complaint, were you satisfied with the way it was handled?		37				
Yes		4	11%	+8	-15	-14
No		27	73%	-5	+17	+16
Don't Know		6	16%	-3	-2	-2
Q13i. Did the bullying cause you to take time off work?		212				
Yes		73	34%	+1	+4	+4
No		139	66%	-1	-4	-4

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

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

PHYSICAL ABUSE	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13j. Who physically abused you?		8				
Internal people (all instances)	The data for this question has been hidden for anonymity reasons.					
External people (all instances)	The data for this question has been hidden for anonymity reasons.					
Q13k. Have you made a formal complaint about the physical abuse?		8				
Yes	The data for this question has been hidden for anonymity reasons.					
No	The data for this question has been hidden for anonymity reasons.					

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

PHYSICAL ABUSE	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
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Q13i. If you made a formal complaint, were you satisfied with the way it was handled?

5

Yes	The data for this question has been hidden for anonymity reasons.					
No	The data for this question has been hidden for anonymity reasons.					
Don't Know	The data for this question has been hidden for anonymity reasons.					

Q13n. Did the physical abuse cause you to take time off work?

8

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

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

SEXUAL HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q130. Who sexually harassed you?		54				
Internal people (all instances)		42	78%	-16 ↓	+16 ↑	+9 ↑
External people (all instances)		15	28%	+13 ↑	-14 ↓	-8 ↓
Q13p. Have you made a formal complaint about the sexual harassment?		54				
Yes		5	9%	-10 ↓	-3	-2
No		49	91%	+10 ↑	+3	+2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



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SEXUAL HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13q. If you made a formal complaint, were you satisfied with the way it was handled?		5				
Yes	The data for this question has been hidden for anonymity reasons.					
No	The data for this question has been hidden for anonymity reasons.					
Don't Know	The data for this question has been hidden for anonymity reasons.					
Q13s. Did the sexual harassment cause you to take time off work?		54				
Yes		7	13%	-23 ↓	+4	+3
No		47	87%	+23 ↑	-4	-3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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DATA ON WITNESSED BULLYING AND HARASSMENT IN THE WORKPLACE CAN SEEM INFLATED. AN EMPLOYEE MAY HAVE WITNESSED A PARTICULAR BEHAVIOUR ANYWHERE DURING THE EMPLOYMENT AND NOT NECESSARILY IN THEIR OWN WORKPLACE. IT IS IMPORTANT TO CONSIDER THAT THERE COULD BE MULTIPLE PEOPLE WHO HAVE WITNESSED THE SAME INSTANCE/S OF PARTICULAR BEHAVIOUR/S, WITH EACH "WITNESSED" EVENT BEING REPORTED BY MULTIPLE INDIVIDUALS. THIS DEMONSTRATES THAT EVEN ONE INSTANCE OF PERCEIVED BULLYING OR SEXUAL HARASSMENT HAS A MUCH WIDER IMPACT IN THE WORKPLACE THAN THE INDIVIDUAL/S INVOLVED, WHICH IN TURN CAN HAVE SERIOUS CONSEQUENCES FOR OVERALL EMPLOYEE ENGAGEMENT AND WELLBEING.

WITNESSED BULLYING / SEXUAL HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13b. In the past 12 months, have you witnessed bullying/sexual harassment at work?		670				
Yes		206	31%	-8 ⬇	0	+5 ⬆
No		464	69%	+8 ⬆	0	-5 ⬇
Q13c. What action did you take after witnessing this bullying/sexual harassment?		206				
Spoke about the matter to the person perceived to be the bully		50	24%	-4	+1	+2
Spoke about the matter to the person perceived to have been bullied		80	39%	-6 ⬇	0	+2
Reported the matter formally or informally		106	51%	-2	0	+2
Made a note of the occurrence but took no action		33	16%	-3	-3	-3
Took no action		21	10%	-1	+1	0
Other		27	13%	+1	+4	+4

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WORKPLACE INCLUSION AND WELLBEING



EXPLORE THE FULL RESULTS

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

THESE RESULTS PROVIDE AN INSIGHT INTO WORKPLACE INCLUSION BY COLLECTIVELY GROUPING THE ABOVE RESPONSES TOGETHER. THIS IS NOT A COMPLETE PICTURE OF WORKPLACE INCLUSION, AND RESULTS SHOULD BE CONSIDERED IN CONTEXT OF OTHER RESULTS THAT PAINT A MORE COMPREHENSIVE PICTURE OF INCLUSION IN THE WORKPLACE, SUCH AS THE DIVERSITY OF THE WORKFORCE, AND THE OVERALL PERCEPTIONS AND ENGAGEMENT OF DIVERSE GROUPS WITHIN THE AGENCY.

WORKPLACE INCLUSION		55%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
	Q3d. People in my workgroup treat each other with respect	30	48	13		78%	+8 ↑	0	-2	
	Q7f. Senior managers engage with employees at all levels of the organisation	8	26	24	21	21	34%	+12 ↑	-12 ↓	-18 ↓
	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	29	56	9		85%	+11 ↑	-1	-3	
	Q3b. My workgroup always tries to improve its performance	27	49	15		76%	+9 ↑	-3	-4	
K	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	19	29	26	22	23%	+1	-20 ↓	-24 ↓	
K	Q7d. Senior managers model the behaviours expected of employees	8	26	25	19	21	35%	+9 ↑	-18 ↓	-23 ↓
	Q19a. Personal background is not a barrier to success in my organisation (e.g., cultural, age, disability, sexual)	13	44	24	15	57%	+3	-9 ↓	-12 ↓	

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

WORKPLACE INCLUSION AND WELLBEING



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WORKPLACE WELLBEING		57%	RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Job characteristics design and management	Q2b. My job allows me to use my skills, knowledge and abilities	21	59	10			80%	+8 ↑	-6 ↓	-6 ↓	
	Q2d. I clearly understand what I'm expected to do in my job	29	54	11			83%	+8 ↑	-3	-3	
	Q5f. My manager has talked to me about what I am doing well in my work	9	31	24	25	11	40%	0	-16 ↓	-20 ↓	
	Q6b. My manager tells me about changes that affect me	19	48	17	10		66%	+6 ↑	-4	-7 ↓	
	Q6c. My manager involves me in decisions about my work	18	41	21	13	7	59%	+4	-7 ↓	-10 ↓	
	Q7i. My senior managers effectively lead and manage change	23	27	23	20		30%	+2	-15 ↓	-21 ↓	
	Q9e. My agency does a good job of promoting health and wellbeing	13	33	26	16	13	46%	-	-4	-8 ↓	
	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	35	27	20	11		41%	-1	-14 ↓	-19 ↓	
	Q12j. In my organisation, improper conduct is not tolerated	17	36	25	15	8	52%	-6 ↓	-5 ↓	-10 ↓	

KEY

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Strongly agree Agree Neither Disagree Strongly disagree

WORKPLACE INCLUSION AND WELLBEING



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WORKPLACE WELLBEING		57%	RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Job characteristics design and management	Q14a. I receive adequate recognition for doing a good job	7	29	29	23	13	36%	0	-20 ↓	-24 ↓	
	Q14b. I have the appropriate level of autonomy to do my job effectively	16	56	18	8	72%	+9 ↑	-8 ↓	-9 ↓		
	Q18u. In my workplace, the physical environment is a barrier to my success	11	30	43	14	57%	0	-6 ↓	-9 ↓		
Behaviours	Q3d. People in my workgroup treat each other with respect	30	48	13		78%	+8 ↑	0	-2		
	Q6i. My manager's behaviour at work is guided by the NTPS values	24	44	24		67%	+8 ↑	-6 ↓	-9 ↓		
	Q6j. My manager encourages behaviours that are consistent with the NTPS values	24	46	21		70%	+7 ↑	-4	-7 ↓		
	K Q7d. Senior managers model the behaviours expected of employees	8	26	25	19	21	35%	+9 ↑	-18 ↓	-23 ↓	

KEY

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WORKPLACE INCLUSION AND WELLBEING



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

WORKPLACE CLIMATE REFERS TO THE OVERALL ATMOSPHERE, ENVIRONMENT, AND CONDITIONS WITHIN A WORKPLACE. IT ENCOMPASSES THE PREVAILING ATTITUDES, BEHAVIOURS, AND INTERACTIONS AMONG EMPLOYEES AND THEIR PERCEPTION OF THE ORGANISATIONAL CULTURE.

WORKPLACE CLIMATE		39%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	Q8c. It is safe to speak up and challenge the way things are done in my organisation	20	23	25	27	25%	+1	-19 ↓	-24 ↓	
K	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	19	29	26	22	23%	+1	-20 ↓	-24 ↓	
	Q9b. Senior managers think employees' wellbeing is important	16	32	21	16	15	48%	+18 ↑	-12 ↓	-17 ↓
	Q9c. There is an appropriate level of focus on safety at my workplace	14	47	20	12	7	61%	+11 ↑	-6 ↓	-11 ↓
	Q19m. My workplace has a flexible approach to work	7	31	27	21	14	39%	+2	-18 ↓	-23 ↓

KEY

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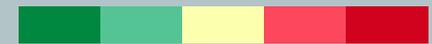


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



CAPABILITY



EXPLORE THE FULL RESULTS

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

PERFORMANCE CONVERSATIONS	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q5a. I have a current performance agreement in place (e.g. My Plan, Capability Enhancement Plan, Workplace Participation Plan, or Plan Do Review)		670				
Yes		240	36%	-8 ↓	-11 ↓	-20 ↓
No		355	53%	+12 ↑	+11 ↑	+19 ↑
Not Sure		75	11%	-4	0	+1
Q5b. I've received formal feedback on my performance		670				
Yes		161	24%	-2	-17 ↓	-28 ↓
No		509	76%	+2	+17 ↑	+28 ↑
Q5c. I've received informal feedback on my performance		670				
Yes		389	58%	+1	-15 ↓	-19 ↓
No		281	42%	-1	+15 ↑	+19 ↑

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

CAPABILITY



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PERFORMANCE CONVERSATIONS	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q5e. I receive regular and timely feedback from my manager	27	30	26	10	33%	0	-17 ↓	-23 ↓
Q5f. My manager has talked to me about what I am doing well in my work	9	31	24	25	40%	0	-16 ↓	-20 ↓
Q5g. My manager has talked to me about what I could do to improve my performance	26	31	27	11	30%	-2	-15 ↓	-19 ↓
Q5d. My work performance is assessed against clear criteria	28	33	26	8	33%	+3	-14 ↓	-20 ↓
Q4g. My manager discusses my career intentions with me	10	33	24	22	43%	0	-8 ↓	-12 ↓

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

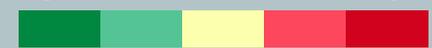


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



CAPABILITY



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LEARNING AND DEVELOPMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q4a. During the past 12 months, have your learning and development needs been identified and agreed with your supervisor?		670				
Yes		351	52%	-1	-13	-19
No		319	48%	+1	+13	+19
Q4b. In the past 12 months, have you done any learning and development activities?		670				
Yes		400	60%	+15	-16	-14
No		270	40%	-15	+16	+14
Q4c. Were the activities linked to a documented learning plan/performance agreement (e.g. My Plan, Capability Enhancement Plan, Workplace Participation Plan, or Plan Do Review)?		400				
Yes		191	48%	-6	-15	-19
No		209	52%	+6	+15	+19

KEY



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

LEARNING AND DEVELOPMENT	RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q4f. My manager helps to develop my capability (work-related skills and knowledge)	12	40	25	16	7	52%	+5 ↑	-10 ↓	-14 ↓
Q4d. The learning and development I've done has helped me advance my career	16	42	28	12		57%	+2	-7 ↓	-6 ↓
Q4e. The learning and development I've done has helped me do my job better	21	59	15			80%	+6 ↑	-5 ↓	-3

KEY

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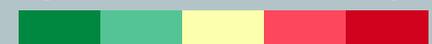


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CAPABILITY



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

SKILLS UTILISATION	78%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2g. I believe the work I do is important	42	48	90%	+5 ↑	-4	-3
Q2d. I clearly understand what I'm expected to do in my job	29	54	83%	+8 ↑	-3	-3
Q14b. I have the appropriate level of autonomy to do my job effectively	16	56	72%	+9 ↑	-8 ↓	-9 ↓
Q2b. My job allows me to use my skills, knowledge and abilities	21	59	80%	+8 ↑	-6 ↓	-6 ↓
Q6g. My manager enables the team to do its best	22	45	67%	+8 ↑	-1	-4

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

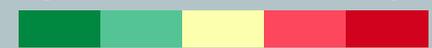


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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INNOVATION



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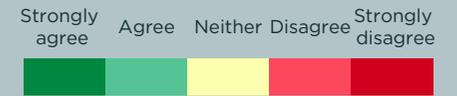
LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

AUTONOMY	78%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
Q2d. I clearly understand what I'm expected to do in my job	29	54	11	83%	+8 ↑	-3	-3	
Q14b. I have the appropriate level of autonomy to do my job effectively	16	56	18	8	72%	+9 ↑	-8 ↓	-9 ↓
Q2b. My job allows me to use my skills, knowledge and abilities	21	59	10		80%	+8 ↑	-6 ↓	-6 ↓

KEY **K** KEY DRIVER OF ENGAGEMENT QUESTION

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

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INNOVATION



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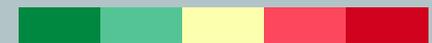
CONTINUOUS IMPROVEMENT		47%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	35	27	20	11	41%	-1	-14 ↓	-19 ↓	
	Q16b. I believe my organisation will take action as a result of this survey	16	37	23	20	20%	+1	-14 ↓	-20 ↓	
	Q8a. I know what I need to do to make changes happen in my organisation	31	34	22	7	36%	-1	-14 ↓	-16 ↓	
	Q2c. I seek out opportunities to improve my day-to-day performance	31	55	10		87%	+4	-5 ↓	-4	
	Q8c. It is safe to speak up and challenge the way things are done in my organisation	20	23	25	27	25%	+1	-19 ↓	-24 ↓	
K	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	19	29	26	22	23%	+1	-20 ↓	-24 ↓	
	Q3b. My workgroup always tries to improve its performance	27	49	15		76%	+9 ↑	-3	-4	
	Q14c. There are opportunities to be innovative in my job	12	41	25	15	53%	+2	-15 ↓	-16 ↓	
	Q10b. My team acts on the feedback we receive from our clients/customers/stakeholders	10	51	28	8	61%	+7 ↑	-9 ↓	-11 ↓	

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



QUALITY SERVICE DELIVERY



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QUALITY SERVICE DELIVERY	57%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders			41%	-1	-14 ↓	-19 ↓
Q10e. In my organisation, we put the client/customer/stakeholder at the centre of everything we do			61%	+6 ↑	-8 ↓	-9 ↓
Q10c. In my organisation, earning and sustaining a high level of public trust is seen as important			86%	+4	+5 ↑	+4
Q10d. My organisation provides high-quality services to the Northern Territory community			66%	+4	-8 ↓	-11 ↓
Q3c. People in my workgroup use their time and resources efficiently			68%	+6 ↑	-2	-3
Q8f. There is good collaboration between my organisation and other agencies or organisations we work with			38%	0	-11 ↓	-14 ↓
Q8e. There is good cooperation between teams across our organisation			35%	+8 ↑	-12 ↓	-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 (dark green) | Agree (light green) | Neither (yellow) | Disagree (red) | Strongly disagree (dark red)

MANAGERS



EXPLORE THE FULL RESULTS

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

VISION AND PURPOSE	86%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2g. I believe the work I do is important		42 48 11	90%	+5 ↑	-4	-3
Q2d. I clearly understand what I'm expected to do in my job		29 54 11	83%	+8 ↑	-3	-3
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals		29 56 9	85%	+11 ↑	-1	-3

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

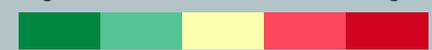


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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.

COMMUNICATION	51%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS			
Q4g. My manager discusses my career intentions with me	10	33	24	22	10	43%	0	-8 ↓	-12 ↓
Q6g. My manager enables the team to do its best	22	45	21			67%	+8 ↑	-1	-4
Q5f. My manager has talked to me about what I am doing well in my work	9	31	24	25	11	40%	0	-16 ↓	-20 ↓
Q5g. My manager has talked to me about what I could do to improve my performance	26	31	27	11		30%	-2	-15 ↓	-19 ↓
Q6c. My manager involves me in decisions about my work	18	41	21	13	7	59%	+4	-7 ↓	-10 ↓
Q6b. My manager tells me about changes that affect me	19	48	17	10		66%	+6 ↑	-4	-7 ↓

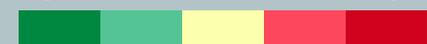
KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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Strongly agree Agree Neither Disagree Strongly disagree



MANAGERS



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

INTEGRITY AND ACCOUNTABILITY	64%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
Q12d. I would be confident to approach my manager to discuss concerns or grievances	24	49	11 8 8	73%	+5 ↑	-3	-6 ↓
Q6d. My manager is objective when making decisions	19	42	25 8	60%	+3	-5 ↓	-8 ↓
Q6j. My manager encourages behaviours that are consistent with the NTPS values	24	46	21	70%	+7 ↑	-4	-7 ↓
Q6e. My manager is an effective decision maker	22	45	20 8	67%	+8 ↑	0	-3
Q6a. My manager listens to what I have to say	23	49	16 7	71%	+7 ↑	-4	-7 ↓
Q6f. My manager thinks avoiding conflicts of interest is important	25	39	26	64%	+4	-2	-6 ↓
Q6h. My manager appropriately deals with employees who perform poorly	10	32	33 15 10	42%	+6 ↑	-1	-3

KEY

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↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

SENIOR MANAGERS



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

VISION AND PURPOSE		45%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	Q8b. I believe in the purpose and objectives of my organisation	18	52	20	7	69%	+8 ↑	-9 ↓	-10 ↓	
K	Q7c. The senior management team has a clear vision for the future of the organisation	8	22	34	21	15	30%	-3	-20 ↓	-25 ↓
K	Q7b. Senior managers provide clear strategy and direction	8	27	28	21	16	35%	+6 ↑	-16 ↓	-21 ↓

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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 AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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

SENIOR MANAGERS



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

COMMUNICATION	31%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q7h. Communications about change from senior managers are timely			30%	+6	-14	-20
Q7f. Senior managers engage with employees at all levels of the organisation			34%	+12	-12	-18
Q7g. Senior managers keep employees informed about what's going on			32%	+10	-15	-21
Q7e. The senior managers in my organisation make timely decisions			28%	+6	-15	-21

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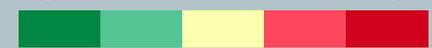


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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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SENIOR MANAGERS



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

INTEGRITY AND ACCOUNTABILITY		49%	RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
K	Q7a. I'm confident that my senior managers have the appropriate capabilities and skills to lead my organisation	12	30	24	19	16	42%	+6 ↑	-16 ↓	-21 ↓	
K	Q7d. Senior managers model the behaviours expected of employees	8	26	25	19	21	35%	+9 ↑	-18 ↓	-23 ↓	
	Q12k. In my organisation, behaving impartially is important	24	45	19	8	69%	+5 ↑	+3	-1		
	Q12j. In my organisation, improper conduct is not tolerated	17	36	25	15	8	52%	-6 ↓	-5 ↓	-10 ↓	

KEY

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GOVERNANCE



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

		RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Change Management	Q7i. My senior managers effectively lead and manage change	23	27	23	20	30%	+2	-15 ↓	-21 ↓
	Q6b. My manager tells me about changes that affect me	19	48	17	10	66%	+6 ↑	-4	-7 ↓
Code of Conduct	Q12g. My behaviour at work is guided by the code of conduct	33	56	9		89%	+4	-4	-4
	Q12h. My manager's behaviour at work is guided by the code of conduct	27	53	15		80%	+7 ↑	-2	-4
Merit	Q11a. People recruited to my organisation seem to have the right skills for the job	23	35	26	13	26%	+4	-22 ↓	-26 ↓
	Q11b. Recruitment and promotion decisions in my workplace are based on merit	20	24	25	27	24%	+4	-20 ↓	-25 ↓
NTPS Values	Q2a. My behaviour at work is guided by the NTPS values	31	47	16		78%	+2	-9 ↓	-10 ↓
	Q6i. My manager's behaviour at work is guided by the NTPS values	24	44	24		67%	+8 ↑	-6 ↓	-9 ↓
WHS	Q9c. There is an appropriate level of focus on safety at my workplace	14	47	20	12 7	61%	+11 ↑	-6 ↓	-11 ↓

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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.

ORGANISATIONAL ACCOUNTABILITY	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q12a. I am aware of my obligations under the NTPS Code of Conduct (or the code of conduct that applies to you)		670				
Yes		651	97%	0	-1	-1
No		19	3%	0	+1	+1

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ORGANISATIONAL ACCOUNTABILITY	52%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
Q12d. I would be confident to approach my manager to discuss concerns or grievances	24	49	11 8 8	73%	+5 ↑	-3	-6 ↓
Q12i. In my organisation, avoiding conflict of interest is seen as important	25	45	20	70%	+2	-2	-6 ↓
Q12j. In my organisation, improper conduct is not tolerated	17	36	25 15 8	52%	-6 ↓	-5 ↓	-10 ↓
Q3c. People in my workgroup use their time and resources efficiently	19	49	19 10	68%	+6 ↑	-2	-3
Q11b. Recruitment and promotion decisions in my workplace are based on merit	20	24	25 27	24%	+4	-20 ↓	-25 ↓
Q12e. I am confident that I would be protected from reprisal for reporting improper conduct	11	26	23 22 17	37%	0	-16 ↓	-20 ↓
Q12f. I am confident that if I reported improper conduct in my organisation, it would be investigated in a thorough and objective way	9	27	29 20 15	36%	-1	-11 ↓	-16 ↓

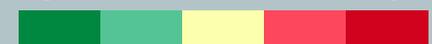
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GOVERNANCE



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ORGANISATIONAL ACCOUNTABILITY	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q12b. I have witnessed improper conduct		670				
Yes		315	47%	+3	+6	+13
No		355	53%	-3	-6	-13
Q12c. I know what to do to report improper conduct in my organisation		670				
Yes		609	91%	-1	+2	0
No		61	9%	+1	-2	0

KEY



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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

TAKING ACTION



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TAKING ACTION	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
K Q16a. I believe my organisation took appropriate action from the last People Matter survey	14 45 22 17	16%	-	-7 ↓	-13 ↓
Q16b. I believe my organisation will take action as a result of this survey	16 37 23 20	20%	+1	-14 ↓	-20 ↓

KEY

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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

