



LEGISLATIVE ASSEMBLY OF THE NORTHERN TERRITORY

No. 288

WRITTEN QUESTION

J Davis to the Minister for Public Service, Hon Jo-Anne Hersey MLA:

People Matter Survey Response

1. The 2025 People Matter survey shows around a third of NT public servants — nearly 3,000 people — experienced bullying, harassment or racism in the past year, generating more than 9,500 reports, with no improvement since 2023. How does the Department explain the absence of improvement over two years?
2. Most of those who reported were not satisfied with how their report was handled. What changes has the Government implemented to make reporting safer, easier and more effective?
3. There were 39 reports of alleged sexual harassment involving senior executives. What action has been taken in response, and how many of these matters resulted in disciplinary action or removal from senior roles?
 - a. How many of those matters resulted in a finding, in disciplinary action, and in removal from a senior role?
 - b. Where a figure is too small to report, please provide the total number of matters finalised and the total resulting in any adverse finding.
 - c. In which system are complaints involving senior executives recorded, and in what format?
4. Corrections, Housing, NT Health, and Fire and Emergency Services all recorded unsafe behaviour rates above 46 per cent, and are among the departments with the highest burnout rates.
 - a. What specific plans does each of those departments have to address these figures?
 - b. What are the measurable targets for improvement by the next survey?

5. Only 51 per cent of public servants believed recruitment and promotion decisions in their workplace were based on merit.
 - a. To what does the Minister attribute this level of confidence?
 - b. What systemic changes have been made to recruitment and promotion processes in response?
 - c. How is the Government ensuring transparency and consistency in decision-making across departments?
 - d. What measurable improvement is expected before the next survey?
6. The Government's published response to the 2025 survey was one page, and included measures such as self-care toolkits and AI-assisted administration. Given the scale and consistency of reported bullying, harassment and racism, why does the response emphasise individual coping strategies rather than organisational accountability and systemic change?
7. What accountability framework applies where departments record persistently high levels of bullying, harassment and racism across successive surveys without material improvement?
8. Several aims of the NT Police Force's Aboriginal Employment and Leadership Strategy are similar to the Office of the Commissioner for Public Employment (OCPE). How has the OCPE supported the development of the Police Force's strategy?
9. What support is being provided to public servants affected by the conduct reported in the survey?