# Employee experience EEXP

Enhancing employee engagement and ways of working, empowering employees and supporting their health and wellbeing.

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| **Guidance Notes:**Activities may include, but are not limited to:* providing opportunities for personal growth and learning
* providing sufficient personal freedom to decide how to achieve work objectives, with support available when needed
* supporting different views, working styles and behaviours within the work environment
* providing a safe and secure working environment with the resources needed to do the job
* providing transparent communications and building trust in leadership
* providing a holistic approach in support of mental and physical well being.

Note that the term employee is not limited to specific terms of employment. Depending on the employer it may include temporary and contract staff as well as salaried employees. |

## Level 4

Supports assigned co-workers in areas of uncertainty, such as, organisational contacts, communication channels, processes, job expectations and manager relations.

## Level 5

Implements working practices that motivate employees and support their health and wellbeing.
Provides guidance to individuals on long-term development goals and career opportunities, considering an individual's strengths and preferences.
Communicates business direction, policy and purpose where these may drive or affect employee engagement. Ensures clear communication of delegated tasks and provides sufficient autonomy to motivate and empower individuals.
Maintains awareness of the physical and emotional welfare of employees, and provides counselling when required.

## Level 6

Leads on the implementation of organisational strategies for employee engagement.
Ensures that managers provide a productive working environment that motivates employees and supports their health and wellbeing.
Initiates productive working practices for remote, virtual and onsite working and ensures the availability of support for employees.
Communicates and promotes policies for employee health and wellbeing.