

This action plan has been developed by the eSafety 2024 Census Working Group which is made up of staff representatives from across the organisation. Following analysis of the census results, a series of working group collaboration sessions and collecting insights across eSafety, the following action plan has been prepared to improve our employee experience.

## What we are doing well

- our staff are passionate and committed to eSafety's goals keeping people safe online
- we are building a connected Senior Leadership team and perceptions of senior leaders across eSafety have improved
- more of our staff are accessing flexible work arrangements and enjoying the benefits.

## Our focus areas and commitment to action

The following **four** focus areas and associated actions have been prioritised for delivery across 2024-25.



### Communication, Change and Collaboration

Driven by our understanding of eSafety's strategy and who's who, we communicate and collaborate across eSafety and beyond to get things done.

**We will do this by:**

- enhancing our organisational chart
- introducing more regular, tailored eSafety corporate communications and a regular cadence of key meetings (for example all-staff communications)
- enhancing visibility of projects and key work across eSafety to encourage early collaboration.



### Tools and Resources

We have the right tools to empower us to perform well and are building a talent pipeline to meet current and future strategic priorities.

**We will do this by:**

- raising awareness about how we can responsibly and securely use generative AI tools within eSafety to embrace the benefits and create efficiencies at work
- enhancing our intranet to improve access to information and enhance collaboration and connection
- exploring opportunities to increase our entry and early career pipelines.



### Leadership and Management

Our leaders and managers are capable and confident and invest time in building team culture, and decision making is transparent and made at the right level.

**We will do this by:**

- promoting leadership development programs
- developing guidance on filling vacancies to ensure a consistent approach to recruitment decisions
- improving our current approval/delegation processes to support quicker decision making at the appropriate level.



### Wellbeing and Culture

Our people feel valued and staff wellbeing and psychological safety are embedded in our culture, supported by fit for purpose frameworks and initiatives.

**We will do this by:**

- establishing an eSafety awards and recognition program aligned to our values
- scoping an 'innovation and ideas lab'
- conducting more regular prioritisation activities to support workload management
- implementing an enhanced Wellbeing Framework
- increasing opportunities for staff connection through Culture Club activities.