



Key Strategic Activity	Establish Employee Assistance Program			
Link to Strategic Pillar	Leading			
Link to Strategic Priority	People and Culture			
Link to Strategic Goal/s	Established and maintained consistent HR and WHS policies, procedures and programs which protect, empower and retain the game's dedicated workforce.			
RACI	Responsible – Who? CEO & FM	Accountable – Approval? Board	Consulted Executive & Zones	Informed Employees
Outline of Strategic Activity What is the principal purpose?	<p>An EAP provides outside counsellors, resources, and referrals to assist employees. Employees under stress can call a phone number to get immediate help from a professional counsellor on topics including:</p> <ul style="list-style-type: none"> • Workplace personality conflicts – advice and suggestions on how to work with a difficult manager or co-workers. • Addiction – advice on how to deal with the employee's addiction, or how to deal with a family member's addiction, including teen drug use prevention. • Mental health issues – depression, anxiety, anger management or other needs an employee or their family members may be dealing with. • Health and caregiving issues – how best to manage return to work issues after a worker's comp claim, or how to manage a disability or medical issue at work. • Financial counselling – how to avoid bankruptcy, or how to pay down credit card debt, or create a budget. • Grief assistance – Support for employees who have lost a loved one as well as for employees experiencing the loss of a co-worker. 			



	EAP's do not offer long-term counselling but can help the employee get the ball rolling.
Desired outcome/s aligned to Goal programs which protect , empower and retain the game's dedicated workforce.



Prioritisation assessment matrix

Measure	Urgency	Potential Impact	Success	Resources	Stakeholder readiness	Integration	Total Points
Definition	<i>Is this a priority activity which needs to be implemented?</i>	<i>Is it likely that the implementation of this activity will have a significant impact on one or more specific challenges?</i>	<i>Do you have reason to believe that the activity will be a success?</i>	<i>Are resources (funds, staff, expertise) readily available to implement the activity?</i>	<i>Will this activity be supported by relevant stakeholders? Is there momentum to move this initiative forward?</i>	<i>Is there opportunity for collaboration and/or opportunity to build on existing initiatives?</i>	
Rate 1 to 3 (3 is the highest)	2	2	2	1	1	1	9