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| **Australian Public Service Employee Census 2023: Cancer Australia’s Action Plan** |
| The annual APS Employee Census is used to gauge employee perceptions about working in their agency and the broader public service.  89% of Cancer Australia’s employees responded to the 2023 Census and their responses have provided the Executive Leadership Team with useful information about our management practices, workplace culture and conditions of employment.  This action plan has been developed in response to their feedback. It aims to build on previous improvements in our working environment. |

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| **What we are doing well** | | |
| **Employee Engagement**  CA employees believe in the agency’s purpose, feel committed to its goals, suggest ideas for business improvement and are happy to go the ‘extra mile’ at work when required. | **Leadership**  Our employees consider that their leaders articulate the agency’s strategic direction and priorities, engage with them in how to respond to future challenges and provide encouragement to them. | **Workplace Conditions**  Our people are clear about their responsibilities and are satisfied with their employment conditions, including leave, flexible work arrangements and other benefits. They also believe the agency promotes an inclusive culture. |
| **What we are focused on** | | |
| **Wellbeing**  The agency can improve the way it communicates what it can offer employees in terms of health and wellbeing. | **Learning & Development**  We can provide greater access to formal and informal learning and development when and where required. | **Communication**  Our internal communication is not always effective, including how we communicate change at work. Change management practices can be improved. |
| **Our commitment to action** | | |
| **Wellbeing**  We commit to:   * Making helpful information more accessible through various communication channels; * Leaders role model work/life balance and share their experiences; * Supporting more social activities and providing regular checks on employee welfare. | **Learning & Development**  We commit to:   * Identify trends in training requirements through the performance development process; * Promote formal and informal training and development opportunities via the agency’s intranet and other communication channels; * Deliver in-house seminars. | **Communication**  We commit to:   * CEO to provide weekly and monthly updates on current progress and future developments; * Review current communication methods and platforms; * Strengthen two-way communication processes to share more information with employees and obtain more feedback from them. |