



Australian Public Service Employee Census 2024: 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.

90% of Cancer Australia's employees responded to the 2024 Census and their responses have provided the Executive Leadership Team with useful information about management practices, workplace culture and conditions of employment.

This action plan has been developed in response to employee feedback. It aims to build on previous improvements in Cancer Australia's working environment.

What we are doing well

Employee Engagement

We believe strongly in the agency's purpose, feel committed to its goals and suggest ideas for business improvement.

Leadership – SES

Our employees consider that their SES leaders articulate the agency's strategic direction and priorities, promotes inter-agency cooperation and ensures that work efforts contribute to strategic direction of CA. Our SES leaders engage with employees in how to respond to future challenges and provide encouragement.

Leadership – Immediate supervisors

Our people feel encouraged by their supervisor to review and improve their work, their supervisors ensure workgroups deliver according to responsibilities and can deliver difficult advice whilst maintaining relationships.

What we are focused on

Wellbeing

We can improve communication about what the agency offers employees in terms of health and wellbeing and promote a more inclusive workplace.

Enabling Innovation

We can provide greater opportunities and platforms for innovation.

Communication

We can improve internal communication practices, including how we communicate change at work.

Our commitment to action

Wellbeing

- ▶ Increasing awareness of wellbeing initiatives;
- ▶ Fostering a more inclusive workplace;
- ▶ Providing tools for sustainable wellbeing and enhancing workload management and priority setting.

Enabling Innovation

- ▶ Recognising innovation in the Agency
- ▶ Encourage and promote continuous improvement initiatives
- ▶ Introducing platforms for innovation

Communication

- ▶ Improving internal communications through enhancing usability of our intranet
- ▶ Further develop brief writing skills and process;
- ▶ Improve understanding of current work , priorities and responsibilities across the branches

Learning & Development

- ▶ Improving induction for new starters;
- ▶ Furthering brief writing and procurement skills through formal and informal learning;
- ▶ Developing new managers.
- ▶ Creating Learning & Development plan crafted to employee needs