

Australian Public Service Employee Census 2025: 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 2025 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 and objectives, we feel proud to work for Cancer Australia and feel committed to its goals.

Leadership – SES

Our employees consider that their SES leaders promote inter-agency cooperation and ensures that work efforts contribute to strategic direction of CA. Our SES leaders promote the use of data and evidence to deliver outcomes for CA.

Leadership – Immediate supervisors

Our people feel included in workplace activities through their supervisor's active encouragement. Their supervisors ensure workgroups deliver according to.

What we are focused on

Wellbeing

We can improve on the policies and practices to help our employees manage their health and wellbeing. As well as improving communication and promotion of health and wellbeing offers.

Enabling Innovation

We can reinforce that failure drives innovation and encourage employees to seek better ways of working.

Communication

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

Our commitment to action

Wellbeing

- ▶ Increasing awareness of wellbeing initiatives;
- ▶ Continue fostering a more inclusive workplace;
- ▶ Providing tools for sustainable wellbeing and improve ways of working to enable better workload management and priority setting.

Enabling Innovation

- ▶ Recognising innovation in the Agency
- ▶ Promoting continuous improvement initiatives
- ▶ Encouraging an understanding that failure is part of innovation

Communication

- ▶ Improving internal communications through review of our intranet
- ▶ Embedding induction program.
- ▶ Increasing understanding of current work priorities and responsibilities across the branches

Learning & Development

- ▶ Improving induction for new starters;
- ▶ Creating Learning & Development plan crafted to include employee needs
- ▶ Streamlining L&D process

Ways of Working

Reviewing and streamlining finance, procurement and grants processes for greater efficiency.