Australian Government
Cancer Australia

Australian Public Service Employee Census 2026: Cancer Australia's Action Plan

The annual APS Employee Census measures employee perceptions of working in their agency and across the broader Australian Public Service.

In 2026, 90% of Cancer Australia employees participated in the Census. Their responses provided the Executive Leadership Team with valuable insights into management practices, workplace culture and employment conditions.

This action plan responds to employee feedback and builds on previous improvements to Cancer Australia's working environment.

What we are doing well

Employee Engagement

Our employees believe in the agency's purpose, feel proud to work for Cancer Australia and feel committed to its goals and delivering meaningful outcomes.

Communication, Enabling Innovation & Change Management

There was a marked improvement in change management, innovation and communication results since 2025.
Also, employees were confident that Census feedback is leading to practical improvements.

Leadership – SES & Immediate Supervisors

Our employees have confidence in our SES leaders, who ensures that work efforts align with strategic direction. Our SES leaders promote cooperation, clearly articulate priorities and work well as a team.
Our people feel included in workplace activities through their supervisor's active encouragement. Their supervisors ensure that their workgroup delivers on their responsibilities.

What we are focused on

Workload and Competing Priorities

We can improve workload and competing priority management and will remain a leadership focus.

Ways of Working

Our focus will be on improving ways of working through process improvement, clearer documentation and further streamlining processes

Capability Development

Capability development needs are emerging around AI, data and evaluation skills, presenting opportunities for targeted learning and workforce planning initiatives.

Our commitment to action

Workload and Competing Priorities

- Actively managing workloads through prioritisation of core deliverables, regular workload reviews and ongoing communication

Ways of Working

- Continue streamlining processes
- Focus on Procurement and Finance documents and guidance accessibility
- Improve internal policy and procedure documentation

Capability Development

- Focus on AI skill development across the agency
- Ensure workforce capability is fit for future strategic goals
- Reviewing and improving induction and mandatory training processes

Wellbeing

- Continued focus on employee wellbeing through providing a supportive, inclusive, positive and psychologically safe workplace culture.