



## Cancer Council Queensland

CCQ's aim is to eliminate cancer as a major life-threatening disease for future generations. As a globally linked community organisation for cancer control, the organisation's work is critical in supporting local and international efforts to reduce the burden of cancer on the community. Cancer Council Queensland (CCQ) was first established in 1961 as the Queensland Cancer Fund, at a time when cancer mortality was increasing, but without adequate resources to address the problem. Over the course of 47 years, CCQ's endeavours have contributed to the establishment of an internationally accredited research community in Queensland. The organisation also provides vital prevention, early detection and support services for many tens of thousands of people affected by cancer. CCQ has grown to become Queensland's leading non-government organisation in cancer control. Ultimately, Cancer Council Queensland's work is helping to create a cancer free future.

### Summary of Initiatives

- Up to 16 weeks of paid family leave for the primary giver.
- Up to two years of combined paid and unpaid leave to be the primary care giver.
- Two weeks of paid leave and access to annual leave at half pay for the non-primary care giver upon the birth of the child.
- Family leave may commence up to six weeks prior to the expected birth of the child.
- Grandparent leave of one week paid leave within 52 weeks of the birth of the child.
- Additional leave options available, such as cultural and community service leave.
- Access to long service leave after seven years continuous service.
- Gender pay gap of 4.3 per cent, compared with a Health and Community Services sector pay gap of 30.75 per cent.
- Development of Indigenous women, through our Indigenous Education Program developing courses and specific cancer resources for the Indigenous community.
- High participation of women on our management team, at a rate of 70 per cent, compared with a national average of 28 per cent.
- One of Australia's highest rates of return to work from maternity leave, at 94 per cent.
- Flexible start and finish times.
- Part-time and job-share arrangements.
- Working from home provisions.
- Free access to child care and aged care referral services, as well as discounted leisure products and services.
- Salary packaging.
- Free financial planning/wealth creation seminars.
- Time Off in Lieu.
- Free access to discounted health insurance.

### Outcomes for Employees and Cancer Council Queensland

- Ability to manage work and family responsibilities with 85% employees happy with their work-life balance.
- High job satisfaction and engagement with 88% organisational commitment and 90% job satisfaction.
- There has been an increase in part-time positions across the organisation from 7% in 2004 to 21% in 2009.
- In all cases where part-time work was requested, it was approved.
- Strong level of commitment and engagement from employees to achieve organisational goals.
- Attraction and retention of quality staff and increased staff referrals.
- Since the introduction of paid family leave in 2006, sixteen staff have accessed paid family leave and only one staff member has not returned to work, a 94% return to work rate.