

# Employee Promise.

*The Employee Promise outlines the rewards and benefits you receive as an employee and defines the value we add as an employer. It is our offering to you for choosing to be an important part of the Cancer Council Queensland team.*



**Every minute,  
Every hour,  
Every day.**

# What is the Cancer Council Queensland Employee Promise?

## Our Employee Promise

**At CCQ, our differences are our strengths.**

We are all unique, yet there is a common thread that links us all. This is our organisation's Code of Conduct encompassing our values of integrity, agility and belonging.

Our Code of Conduct means we are many acting as one. The CCQ community strengthens the individual, and in so doing strengthens the organisation.

We're a close-knit collective of people encouraged and enabled to do our best. The logic is simple: the stronger you are the stronger the group. And vice versa.

By celebrating and fostering our individual strengths and aspirations we harness the power of inclusion. We take on more challenging work in more places and with more authority and we all lead more balanced, interesting and fulfilling lives.

We value your growth and are focussed on building your capability, so we provide the tools and development to master your role or take you to the next level. From specialist in-house training through to development of our leaders, and targeted inclusion programs, there's something for everyone.

Joining us is not about a job. It's a responsibility. If it were a job, you could work anywhere. You join us to change lives and in return, yours will be transformed.

**Chris McMillan, Chief Executive Officer,  
Cancer Council Queensland.**

“Our people are the heartbeat of our organisation and we value their commitment, drive and contribution towards everything we do. At the core of our work are the foundation values of integrity, agility, and belonging all equipping us for our one common vision of a cancer free future.”



# The Employee Promise can be defined by five principles:

- 1. Be accountable.** Owning our decisions and actions. We are determined to keep our word and ensure deadlines, quality of work and safety standards are met.
- 2. Show integrity.** Principled, ethical and genuine. We aim to conduct our work according to the highest standards of integrity, respect, fairness, ethics and transparent behaviour.
- 3. Embrace agility.** Think and understand, be nimble. We adapt when necessary, while remaining committed to organisations and activities that have a wide and lasting community benefit.
- 4. Foster belonging.** Acceptance, inclusivity and connectivity. From day one you are welcomed into our team where you will be valued for the difference that you bring. We encourage you to share ideas, and participate in our many workplace activities.
- 5. Drive performance.** Make a difference every day. You will be set up for success by leveraging your strengths as part of a well-rounded team, with clearly defined strategic direction, both at the highest level and directly in your role.

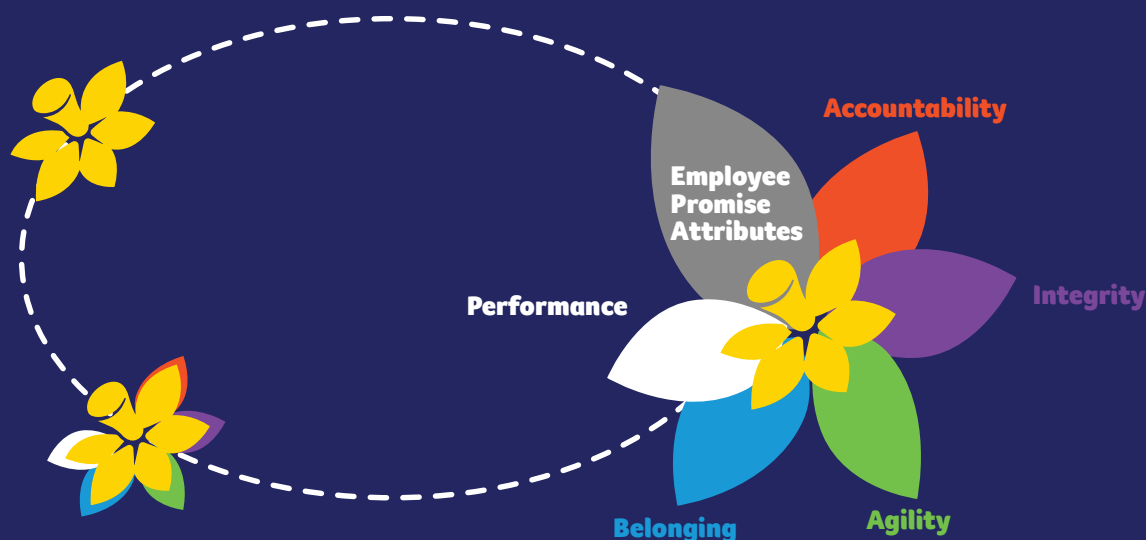
## About us

We are proudly inclusive and our diverse workforce comprises of people aged between 20 and 77. We also have strong gender balance in our Leadership Team and overall 80% of our employees are women. Of us, 5 employees identify as having a disability, more than 66% hold qualifications relevant to our roles and we speak more than 20 different languages.

- 2018 Statistics

## How the five principles of the Employee Promise came to be.

Every day, we support families affected by cancer when they need it most, speak out on behalf of the community on cancer issues, empower people to reduce their cancer risk, and find new ways to better detect and treat cancer. With your help, we're getting closer to a cancer free future **every minute, every hour, every day.**





# Why Cancer Council Queensland?

Cancer Council Queensland is built on the clear vision for a cancer free future. Our values are intrinsic to the way we work, and this is the reason that people choose to work at CCQ and others choose us as their valued partner. We're all ambassadors for Cancer Council Queensland; and with integrity, agility and a deep sense of belonging, we are committed to supporting the cancer community.

We achieve a connected and willing team by providing a welcoming work environment, where everyone feels a sense of belonging and is part of the greater goal that we are working towards. We value integrity and trust and believe that everyone works in the best interests of CCQ and the community. We encourage agility and innovation as we overcome challenges and achieve the best outcomes possible.

The CCQ Employee Promise aims to help you identify the opportunities and benefits available to you as an employee at CCQ. Our success is defined by our ability to work together as a team, bringing together the skills and knowledge that each of us possess. Working together as one united group, our differences become our strengths.



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