

APVMA

PEOPLE PLAN 2003 – 2005

The APVMA relies on its people to meet the challenging responsibilities outlined in our legislation and to achieve continuous improvement.

In an ever-changing work environment, the APVMA aims to be recognised as a high performing organisation and acknowledged as a great place to work. We will achieve this through a concerted effort by everyone, combined with effective leadership and contemporary human resource management that enables and motivates us to do our best and uphold our professionalism and integrity.

	Build Capabilities	Foster Performance	Move Forward Together
GOALS	To attract, develop and retain the current and future capabilities we need in our people.	To develop and manage our culture, capabilities and programs so all employees can perform to their best and to the standards expected in the APVMA.	Build an organisation where employees understand and embrace corporate goals as well as contributing to the further development of its plans.
GREAT FOUNDATIONS	1/APVMA People Plan 2/Revise Workplace Diversity Plan to include Indigenous recruitment strategy 3/Solid OH&S infrastructure 4/ Enhanced recruitment and selection procedures. 5/ Dedicated training strategy/funds 6/ Training for selection committees.	1/ Complete negotiation of new certified agreement 2/ Refine performance management scheme. 3/ Workforce planning targeting future needs. 4/ Targeted I.T training. 5/ Regular 360 degree feedback 6/ Improved internal communications	1/ Enhanced exchange of information throughout APVMA, through section meetings, Executive information feedback 2/ Improved corporate planning process with stronger links to the corporate plan. 3/ Implementation of new CA 4/ Encourage creativity and innovation.
BEST AVAILABLE	1/Benchmark H.R. function. 2/Succession Planning*	1/ Ongoing review of all People Management Practices	1/ Innovative ways to improve employee self and team

	3/Individual Development Awards 4/Retired employees Program 5/Improved learning and development	2/ Enhanced rewards and recognition scheme 3/ Continued leadership training 4/ Band 4/5 Program 5/ Band 2/3 Program 6/ Implement Staff rotation scheme	understanding, eg TMI 2/ Trial on line training options. .
BEYOND	1/ Recruit and develop capabilities for new programs. 2/ Skills inventory	1/Presentation skills training 2/ Giving feedback training. 3/ Chairing meetings training.	1/ Adopt appropriate international best people practices

*Succession Planning does not equate to “grooming” particular employees for future vacancies. It relates to developing employees for future opportunities for which merit will form the basis for selection.

The APVMA People Plan is the NRA Human Resources Development Program referred to in section 48 of the Agricultural and Veterinary Chemicals (Administration) Act 1992