



**Australian Government**

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**Australian Pesticides and  
Veterinary Medicines Authority**



## **APVMA Strategic Plan 2025–30**

Public consultation

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## APVMA Strategic Plan 2025–30

### Our purpose

The APVMA regulates agricultural and veterinary chemicals to protect the health and safety of people, animals and the environment, and to support Australia's primary industries, biosecurity and international trade.

### Our vision

To be a global leader in agricultural and veterinary chemicals regulation for the benefit of Australia.

## Our strategic objectives

### Being a trusted, transparent and fair regulator

Trust in the Australian Pesticides and Veterinary Medicines Authority (APVMA) by the Australian public is critical to maintaining confidence in Australian agricultural and veterinary (agvet) chemicals. To ensure we are trusted, transparent and fair, we will:

- regulate in an open, accountable and predictable way that encourages participation by all stakeholders
- utilise best practice principles for risk management of agvet chemicals, underpinned by the best available science
- build community confidence in the safety and efficacy of registered agvet chemicals
- secure compliance with the Agvet Code through compliance and enforcement measures.

### Potential measures

1. **Measure:** The proportion of stakeholders surveyed who agree that the APVMA has been a trusted, transparent and fair regulator over the past 12 months.  
**Source:** APVMA Stakeholder survey, or Pulse survey.  
**Rationale:** This relates directly to the pillar and presents our stakeholders views on if we are meeting our goal.
2. **Measures:** The proportion of all applications finalised within legislative timeframes.  
**Source:** PPLA.  
**Rationale:** Compliance with legislative timeframes is a key measure of our success in achieving our purpose as well as supporting regulated entities and the Australian community.
3. **Measure:** The number of Proposed Regulatory Decisions and Final Regulatory Decisions for chemical reconsiderations that are released within the reporting period.  
**Source:** Gazette.  
**Rationale:** This demonstrates continued progress in reviewing the safety and efficacy of existing chemicals. It is intended to demonstrate continuous movement on chemical reviews, not simply completions.
4. **Measure:** The proportion of serious adverse experience reports received and assessed by the APVMA within 20 business days.  
**Source:** AER Database.  
**Rationale:** This demonstrates our commitment to fulfilling all of our regulatory responsibilities as well as using available data to support our regulatory decisions and take appropriate action to emerging concerns.

## Support a contemporary regulatory system

The APVMA actively works with domestic and international regulatory partners to enhance the efficiency and effectiveness of the Australian regulatory system. To ensure we support a contemporary regulatory system, we will:

- actively contribute to the domestic and global agvet chemical regulation policy development agenda
- engage with trusted international chemical regulators for effective utilisation of their available data and scientific assessments
- strengthen relationships with the state and territory agencies to ensure the coordinated, effective and harmonious regulation of agvet chemicals
- enhance our capability to respond to emerging operational and policy risks in agvet chemical regulation.

## Potential measures

5. **Measure:** The number of compliance activities, recalls and/or other regulatory actions the APVMA undertakes, including those with State and Territory partners.  
**Source:** TBC – register to be developed.  
**Rationale:** Demonstrates the APVMA's delivery of the end-to-end regulatory framework including an emphasis on cooperation with other jurisdictions.
6. **Measure:** The number of submissions, proposals or other significant contributions the APVMA makes at domestic or international fora.  
**Source:** TBC – register to be developed.  
**Rationale:** Active participation in discussions at fora demonstrates the APVMA's contributions to the domestic and global policy development agenda.
7. **Measure:** The cumulative amount of time saved in application assessments by using international assessments.  
**Source:** TBC.  
**Rationale:** This is a proxy to demonstrate improvements in our efficiency of process and reducing the assessment burden on the APVMA and regulated entities. Can also help demonstrate our relationships with international regulators and integration/cohesiveness of the global regulatory system.

## Building foresight capability

The APVMA is committed to being proactive in meeting Australia's future regulatory needs as they evolve. The APVMA will identify and implement ways of working and building our capability to support innovation within the agvet chemical sector and respond to Australia's future regulatory needs. To ensure we build our foresight capability, we will:

- build the capacity to ensure the APVMA is at the cutting edge of scientific knowledge and regulatory practice
- engage with industry to understand and enable rapid response to emerging trends potentially impacting on agvet chemical regulation
- actively engage with domestic and international regulators, industry representatives and others to assist in preparing for new technologies, and enhancing current regulatory practices in Australia.

## Potential measures

8. **Measure:** The proportion of stakeholders surveyed who believe the APVMA has effective foresight capability.  
**Source:** Survey.  
**Rationale:** Well established and robust foresight capability helps ensure the APVMA is well positioned to regulate the agvet chemical sector of the future.
9. **Measure:** The proportion of externally validated evaluations of the APVMA's scientific capability that pass quality and performance criteria.  
**Source:** TBC.  
**Rationale:** External evaluations of the APVMA's scientific assessment capabilities help ensure our regulatory practices related to new innovative actives and products remains of high quality, and at the cutting edge of scientific knowledge.
10. **Measure:** The number of guidance documents, discussion papers etc that the APVMA contributes to, writes or presents at domestic and international fora.  
**Source:** TBC – register to be developed.  
**Rationale:** This demonstrates the APVMA's engagement and active participation with science-based regulation at both the domestic and international levels.

## Striving for operational excellence

The APVMA plays a critical role in ensuring Australians have access to safe and effective agvet chemicals. The APVMA drives ongoing enhancement in the processes involved in effective regulation. This will ensure the regulatory process does not pose an undue burden on the Australian agvet chemical sector. To ensure we achieve operational excellence, we will:

- be focussed on the full suite of our regulatory functions and legislative obligations
- ensure the quality and timeliness of our decisions are appropriate for the regulatory risk
- operate on a financially sustainable basis across the long-term business cycle
- adopt a continuous improvement approach to enhance the efficiency and effectiveness of our operations
- streamline our enabling services to ensure they add value and enhance our regulatory capability, and capacity
- invest in our ICT infrastructure and the management of our data holdings to ensure it is fit for purpose and adds value, efficiency, and effectiveness to the regulatory process.

## Potential measures

11. **Measure:** The APVMA Regulatory Achievement score is at or above the target.

**Source:** See 2024–25 measures for data source.

**Rationale:** The regulatory achievement score is a composite measure comprised of our timeframe performance (40%) (24–25 measure 1), other regulatory activities completed within agreed timeframes (30%) (24–25 measure 2), and activities that pass quality audits (30%) (24–25 measure 3). These 3 measures can be tracked and reported separately, however when combined into the achievement score, this is a proxy for how well the APVMA is meeting the full range of our regulatory responsibilities.

12. **Measure:** Milestones outlined in the APVMA ICT investment plan are delivered on time and on budget.

**Source:** ICT Investment Plan.

**Rationale:** ICT infrastructure is the backbone that supports the APVMA's operations. Ensuring the system is modernised and supports the needs of the agency is paramount to enable this.



## Attracting, developing and retaining talented people

Our people are critical to the delivery of an efficient and effective agvet chemical regulatory system. To ensure we attract, develop, retain and source talented people, and expertise, we will:

- empower a high-performing, diverse and agile workforce that is highly engaged with our purpose
- strengthen our values-based organisational culture
- drive a culture focused on the safety and well-being of staff
- invest in the professional and leadership development of our people, and provide opportunities for career progression, and growth
- invest in a network of talent and expertise that can be utilised to supplement the work of APVMA staff in delivering our regulatory responsibilities.

### Potential measures

13. **Measure:** Proportion of APVMA staff who report a high level of engagement with the APVMA.

**Source:** APS Census Results.

**Rationale:** A high level of commitment to the APVMA, and the overall dedication of staff, contributes to high overall performance, both in terms of output and quality.

14. **Measure:** APVMA Expert Scientific Reviewer (ESR) Investment Score is at or above target.

**Source:** TBC.

**Rationale:** The ESR Investment Score is a composite measure of the number of assessments that are completed by ESRs (40%), the proportion of draft technical reports accepted (40%), and the variance between budgeted, and actual spend being within set parameters (20%). This composite is designed to monitor the APVMA investment in scientific expertise within Australia that supplements the APVMA's internal capability, while simultaneously measuring the quality of work balanced between ESR completeness and execution against the contract, and the expectations of the APVMA's internal scientific assessors.

- a) **Measure:** Proportion of applications requiring technical assessments that make use of ESRs to prepare draft technical reports.
- b) **Measure:** The proportion of draft technical reports from ESRs that are accepted by the APVMA without significant rework.
- c) **Measure:** Variance between ESR budgeted expenses and ESR actual expenses are within set parameters.