

# Corporate Plan

2006 - 2009



**Australian Pesticides &  
Veterinary Medicines Authority**



## Vision

What we want to achieve...

To be recognised nationally and internationally as a best-practice regulator of pesticides and veterinary medicines that has the respect and confidence of governments, the community, the rural sector, chemical users and the chemicals industry.

## Mission

Why we are here...

To protect the health and safety of people, animals and crops, the environment, and trade, and support Australian primary industries, through evidence-based, effective and efficient regulation of pesticides and veterinary medicines.

## Chairman and CEO's Introduction

This plan sets the strategic direction for the APVMA for the next three years. It outlines the broad strategies we will pursue and how our performance will be measured.

The APVMA regulates pesticides and veterinary medicines up to and including the point of retail sale. Our role includes product evaluation and registration and post-approval review, quality assurance and compliance. We make independent, evidence-based regulatory decisions based on our legislation and using expert scientific evaluation from within the organisation and from external experts.

We welcome stakeholder input and feedback on our endeavours. Over the next three years, the APVMA will need to address the changing context within which we operate and the correspondingly increasing expectations of our diverse group of stakeholders. Factors such as increasing internationalisation, emergence of new technologies, growing stakeholder awareness, changing regulatory structures and drivers for greater cost-effectiveness will be key influences. To this end, we will engage effectively with and respond to external reviews of our regulatory framework.

We will continue to play a central role in agvet chemical risk management in Australia in administering the National Registration Scheme. In this role, we are part of a wider integrated risk management system that involves the Australian, State and Territory governments, the general community, the chemicals industry and farmers and other users of agvet chemicals. It is important that all of these groups continue to work together to ensure agvet chemicals are managed consistently, safely and effectively in Australia.

In addition to this integrated national system, the APVMA is committed to engaging actively in the international arena to ensure that Australian regulation remains at the forefront of international practices for the benefit of the Australian community and our industries. We will do this by working with our international counterparts in setting standards, sharing information and cooperating in our regulatory assessments.

This Corporate Plan defines the high-level outcomes, outputs, strategies and performance indicators to guide the APVMA from 1 July 2006 to 30 June 2009. It will be implemented through the development and delivery of more detailed annual Operational Plans. Kaplan and Norton's Balanced Scorecard methodology is again the basis for both our Corporate and Operational Plans, linking strategies across the APVMA to guide our performance and deliver best-practice accountability to our stakeholders.

We commend the Plan to you and commit to its achievement.

**Dr Kevin Sheridan AO**  
Chair

**Dr Joe Smith**  
Chief Executive Officer





## About Us

The APVMA is the independent Australian Government statutory authority responsible for the registration of pesticides and veterinary medicines prior to sale and their regulation up to and including the point of retail sale.

To address our responsibilities our staff:

- evaluate data submitted for a wide range of applications related to pesticides and veterinary medicines
- provide expert evaluation of chemistry and residues data
- receive and consider expert evaluation advice on human health, environmental, efficacy and crop and animal safety data and relevant standards from other government agencies and external experts
- make regulatory decisions including approval of active constituents, product registration, approval of labels and permits, consents to import, certificates of export, and licensing of veterinary medicines manufacturers
- receive feedback and conduct an adverse experience reporting program
- monitor pesticide active constituent quality through the Ag QA scheme
- assess, audit and investigate non-compliance related to import, supply and advertising
- provide administrative, human resources, financial, information technology and services, public affairs, and legal support to other staff.

Kaplan and Norton's Balanced Scorecard methodology is the basis for both our Corporate and Operational Plans, guides our management of the performance of the APVMA and provides accountability to government and our stakeholders.

## Our Operating Environment

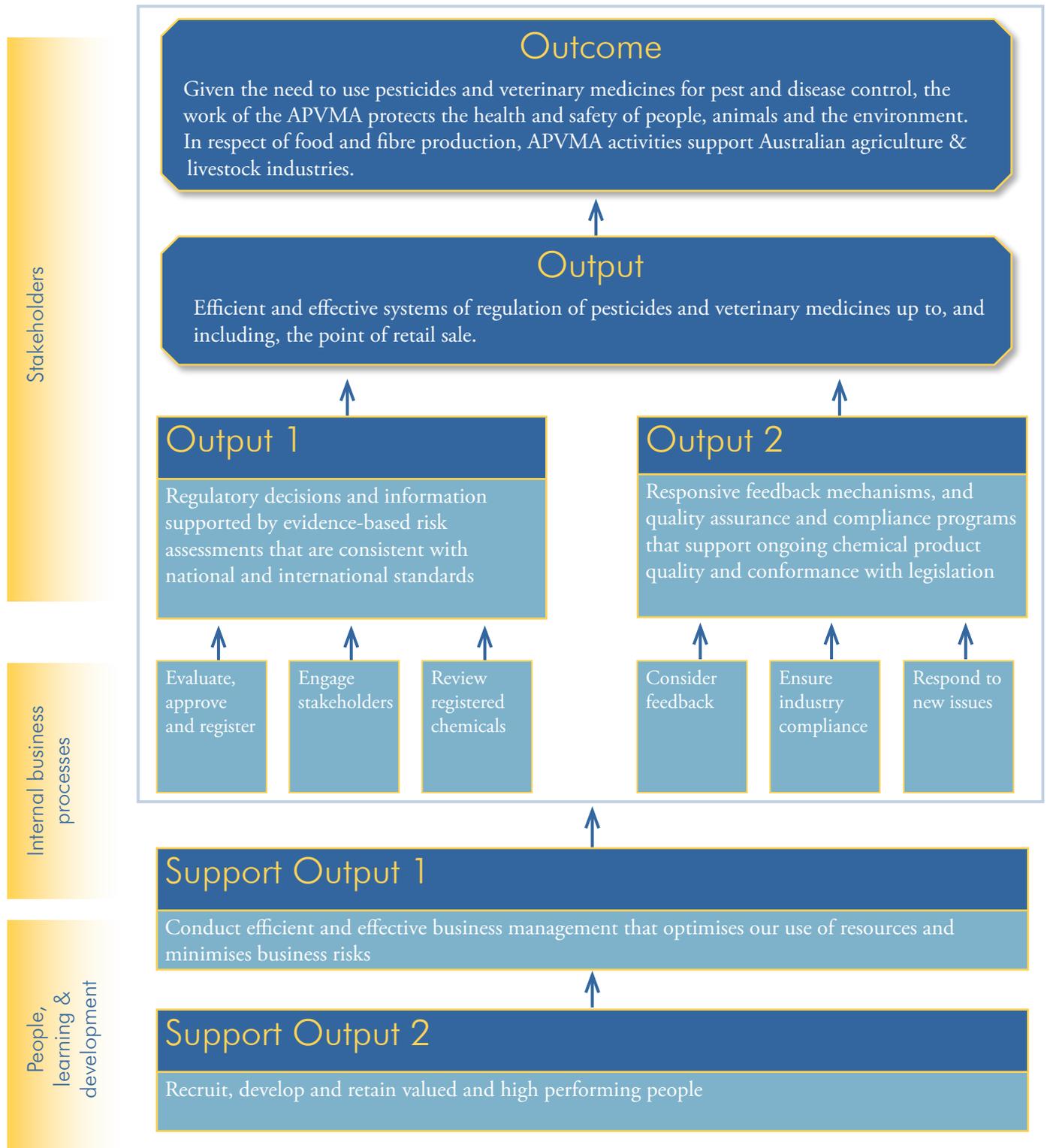
The APVMA is part of a complex environment of stakeholders and partners that interact to deliver a national management scheme and regulatory framework for pesticides and veterinary medicines. We administer the National Registration Scheme for Agricultural and Veterinary Chemicals (NRS) in partnership with the Australian States and Territories, with the active involvement of other government agencies and in consultation with our other key stakeholders. Various State, Territory and Australian government agencies contribute to the policy and operations of the NRS. Other stakeholders have critical roles in chemical management, including product stewardship programs conducted by the chemical and farming industries.

To achieve our outcome and outputs within this environment, the APVMA will strive to:

- maintain timely and quality evaluation of product registration and permit applications and related activities
- demonstrate to our stakeholders that the APVMA takes effective and appropriate regulatory action to ensure industry compliance with legislation
- promote a more harmonised and integrated approach to agvet chemical regulation and risk management throughout Australia
- recruit, develop and retain good people and have effective access to external experts and organisations providing technical advice
- ensure we have the capability to respond quickly and well to emerging issues, technological development and external reviews impacting the NRS.



# APVMA's Strategic Framework



## Output 1 - Regulatory decisions and information supported by evidence-based risk assessments that are consistent with national and international standards

| Strategies   | 2006-09 Objectives  | Performance Indicators  |
|--|---|---|
| <p>Evaluate and consider applications to approve active constituents, register chemicals, approve labels and provide regulatory consents such as permits following scientific evaluation</p> | <p>Increase use of contemporary science and international collaboration in risk assessments, where possible</p> <p>Reduce regulatory process burden consistent with the risk posed</p> <p>Maintain timeframe performance for registration and permit applications whilst ensuring adequate and appropriate standards of scientific evaluation</p> <p>Enable timely access to safe and effective chemicals to meet new demands and reduce risk</p> | <ul style="list-style-type: none"> <li>• Evaluation reforms based on contemporary science</li> <li>• International collaboration increased</li> <li>• Reforms introduced to decrease process burden consistent with the risk posed</li> <li>• Regulatory decisions within statutory timeframes</li> <li>• Peer review of regulatory decisions</li> <li>• Appropriate regulation provided to meet minor and emergency use needs and to encourage reduced risk chemicals</li> </ul> |
| <p>Review registered chemicals on the basis of their risk</p>  | <p>Increase use of contemporary science and international collaboration in risk assessments, where possible</p>   | <ul style="list-style-type: none"> <li>• Chemicals identified for review, new reviews initiated on risk basis and reviews completed</li> <li>• Regulatory decisions based on contemporary scientific evidence</li> <li>• International collaboration increased</li> </ul>   |
| <p>Engage stakeholders to improve awareness and inform policy development and to optimise the regulatory framework within which APVMA operates</p>   | <p>Enhance partnerships within the National Registration Scheme (NRS) including Australian government, State and Territories governments</p> <p>Promote a more harmonised and integrated approach to agvet chemical regulation and risk management throughout Australia</p>   | <ul style="list-style-type: none"> <li>• Information provided and stakeholders informed</li> <li>• Policies that have APVMA input including through the Product Safety &amp; Integrity Committee with National Registration Scheme partners</li> </ul>  |



## Output 2 - Responsive feedback mechanisms, and quality assurance and compliance programs that support ongoing chemical product quality and conformance with legislation

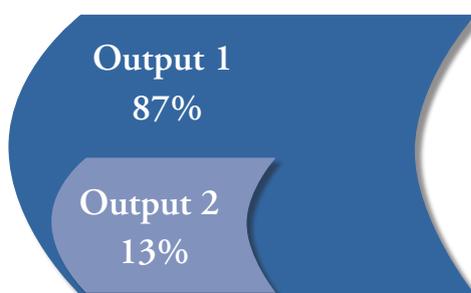
| Strategies   | 2006-09 Objectives   | Performance Indicators   |
|--|--|--|
| Respond to and manage emerging regulatory issues   | <p>Implement effective issues management strategies</p> <p>Ensure effective regulation of new technologies</p>   | <ul style="list-style-type: none"> <li>• Effective management of issues considering stakeholder inputs</li> <li>• Regulation of new technologies developed and adopted as needed</li> </ul>  |
| Consider stakeholder feedback including adverse experience reporting                                 | Encourage better feedback mechanisms particularly dialogue with chemical users and in development of new initiatives   | <ul style="list-style-type: none"> <li>• Feedback considered in regulatory decisions</li> <li>• Stakeholder consultation and feedback framework enhanced</li> </ul>  |
| Ensure industry compliance with the legislation, including maintenance of quality assurance programs | <p>Improve our compliance tool kit</p> <p>Demonstrate to our stakeholders that the APVMA takes effective and appropriate regulatory action to ensure industry compliance action with legislation</p> | <ul style="list-style-type: none"> <li>• Successful compliance and quality assurance outcomes</li> <li>• Additional compliance tools and visible actions</li> <li>• Stakeholder awareness of, and confidence in, APVMA regulatory actions</li> </ul> |

### Financial Resources

The APVMA's total expenditure budget for 2006-2007 is \$23.149.

Output 1: \$20.158M

Output 2: \$2.991M





## Support outputs

| Strategies  | 2006-09 Objectives   | Performance Indicators   |
|---|--|--|
| <p>Conduct efficient and effective business management that optimises our use of resources and minimises business risks</p> | <p>Increased electronic access by stakeholders</p> <p>Continuous improvement of business risk management strategies</p> <p>Implement new policy and reform initiatives as required</p> <p>Have effective links to external experts and organisations providing technical advice</p>  | <ul style="list-style-type: none"> <li>• Unqualified ANAO financial audit report</li> <li>• No successful challenges as a result of non-compliance with legislation</li> <li>• Business risks identified and resources appropriately allocated</li> <li>• Successful implementation of new policy and regulatory reform initiatives</li> </ul> |
| <p>Recruit, develop and retain valued and high performing people</p>  | <p>(As described in the APVMA People Plan)</p> <p>Recruit and retain high-quality employees who have the collective capability to achieve corporate goals</p> <p>Maximise performance through people helping to achieve organisational goals</p> <p>Provide learning and development opportunities to ensure employees maintain and enhance their high level of capability</p> <p>Provide employees with a safe and fair workplace that embraces diversity and is free from harassment</p> <p>Support, promote and implement best practice people-management practices</p> | <ul style="list-style-type: none"> <li>• Staff satisfaction</li> <li>• Trained staff</li> <li>• Low staff turnover</li> </ul>  |



# Statutory Objectives

The APVMA operates in accordance with its governing legislation, the *Agricultural and Veterinary Chemicals (Administration) Act 1992* (Administration Act) and the Agricultural and Veterinary Chemicals Code (Agvet Code) scheduled to the *Agricultural and Veterinary Chemicals Code Act 1994*.

The Administration Act sets out the APVMA's functions, which include:

- assessing the suitability for sale of pesticides and veterinary medicines, their active constituents, and their labels;
- keeping records of all chemicals and dealings authorised by the APVMA;
- sharing information about chemicals and their use with governments and the public;
- co-operating with State and Territory governments to facilitate a national approach to the assessment and control of chemicals.

The Agvet Code details the provisions for approving active constituents, registering chemical products and approving labels.

# Corporate Governance Statement

The APVMA is governed by a Board comprising a Chairperson and 8 other directors. The role of the Board includes:

- determining strategic directions and setting priorities;
- approving delegations, budgets and business plans which are supported by a variety of strategic and operational plans dealing with particular aspects of our business; and
- monitoring our performance using a balanced scorecard of performance measures;

The Minister responsible for the APVMA is the Minister for Agriculture, Fisheries and Forestry. The Board reports to the Minister through the annual report, briefings and meetings.

In 1995 the Commonwealth assumed responsibility from the States and Territories for the assessment and registration of pesticides and veterinary medicines and their regulation up to the point of retail sale. The National Registration Scheme for pesticides and veterinary medicines was established as a result of an Agreement between the Commonwealth, the States and the Territories. That Agreement also requires:

- giving effect to the policies of the Primary Industries Ministerial Council (PIMC) consisting of the agriculture ministers from the Australian Government, the States and Territories; and
- consultation with other parties to the Agreement before taking steps to enact legislation that modifies or affects the Agvet Code.



## Our Stakeholders

Our stakeholders are diverse and may have similar or conflicting expectations.

Our stakeholders and their key expectations include:

| Stakeholders  | Key Expectations  |
|---|---|
| Governments   | Effectiveness and accountability of the regulatory system   |
| Community   | Protection of human health and the environment through a rigorous and transparent regulatory system                                 |
| Chemical users including the primary industries and the broader community | Access to safe and effective products<br>Support of primary industries<br>Maintenance and enhancement of trade with other countries |
| Pesticides and veterinary medicines industry                              | Efficiency, effectiveness, and transparency of the regulatory system  |

Our APVMA Service Charter supports our commitment to stakeholders and is available at [www.apvma.gov.au](http://www.apvma.gov.au)



# Our People

We rely on our people to meet our challenging responsibilities and continuously improve our operations.

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. The APVMA People Plan describes our people strategies and is the APVMA Human Resource Development Program referred to in section 48 of the *Agricultural and Veterinary Chemicals (Administration) Act 1992*.

We will endeavour to base our regulatory decisions and activities on the following values and behaviours:

| Values and Behaviours |  |
|-----------------------|--|
| Professionalism       | Striving for excellence, we will demonstrate leadership and responsibility in all that we do   |
| Integrity             | We will be honest, impartial and ethical in our work and respectful in interacting with stakeholders   |
| Responsiveness        | We aim to respond quickly and effectively to emerging issues   |
| Accountability        | Our processes and activities will be as transparent as possible and consistent with government policy and legislation  |
| Collaboration         | We will work cooperatively with stakeholders and government partners to deliver an effective regulatory scheme   |
| Innovation            | We will work to keep our knowledge and processes to contemporary standards and adopt innovative ways to continue to improve our efficiency and effectiveness |

There is much more information about the APVMA. Just visit our website at:

**[www.apvma.gov.au](http://www.apvma.gov.au)**

where you will also find a list of all registered products, the APVMA gazette, information sheets and links to other agencies the APVMA works with under the National Registration Scheme.

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