



**Australian Pesticides &
Veterinary Medicines Authority**

Corporate Plan 2003-04 to 2005-06

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

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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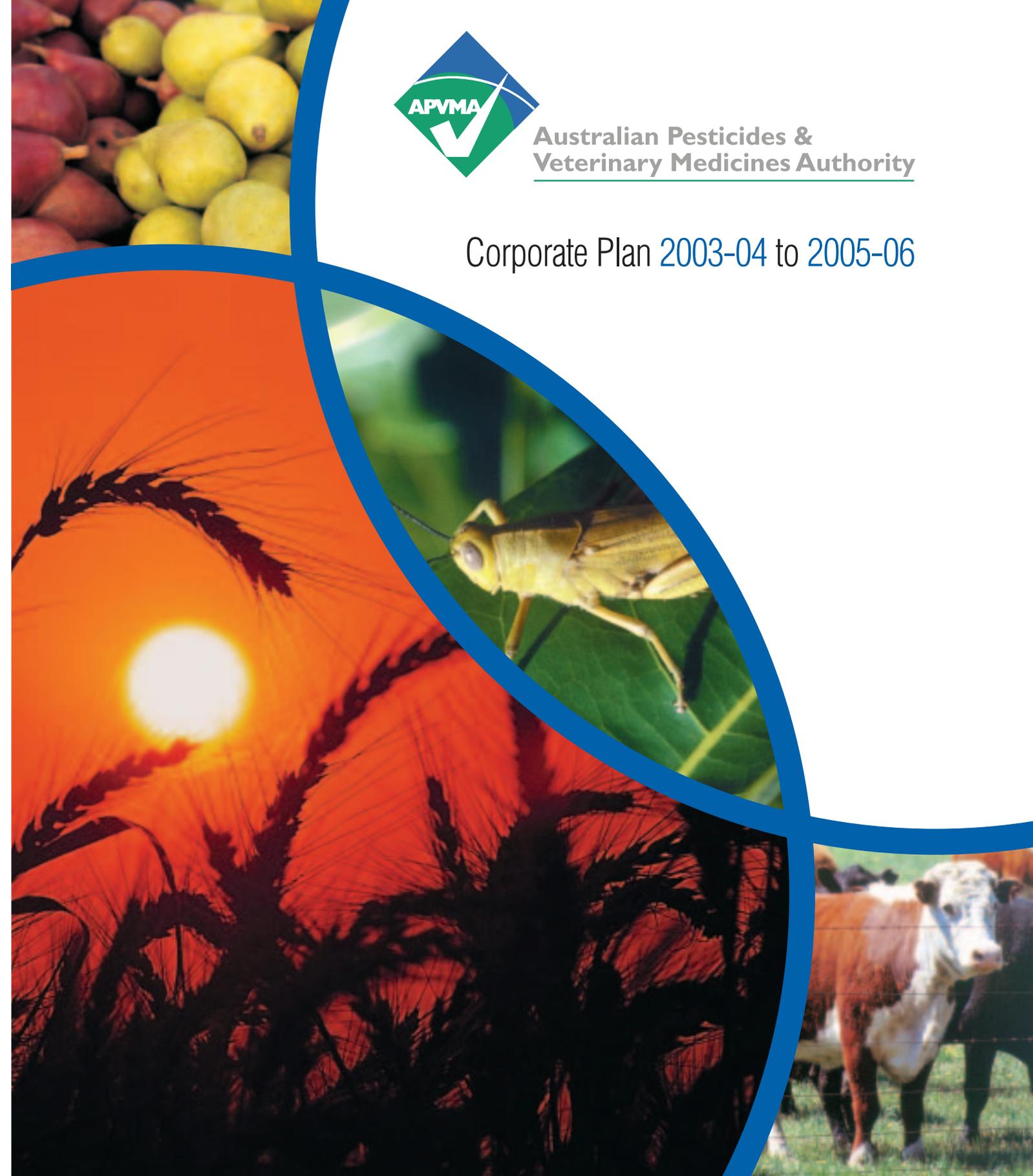
Website: www.apvma.gov.au



Australian Government



**Australian Pesticides &
Veterinary Medicines Authority**



What is the Australian Pesticides and Veterinary Medicines Authority (APVMA)

The APVMA, (previously the National Registration Authority for Agricultural and Veterinary Chemicals) is the independent Australian government authority responsible for the assessment and registration of pesticides and veterinary medicines prior to sale and their regulation up to and including the point of retail sale.



What is our role?

The APVMA administers the National Registration Scheme for Agricultural and Veterinary Chemicals (NRS) in partnership with the States and Territories and with the active involvement of other Australian government agencies. Our goal is to manage the NRS in a manner in which the public can have confidence.

Our role is to independently evaluate the safety and performance of chemical products intended for sale, making sure that the health and safety of people, animals and the environment are protected. Only products which meet these high standards are allowed to be supplied. We also do not approve products if their use is likely to jeopardize trade, or they don't work. To ensure that only products that meet APVMA requirements are actually supplied, we constantly monitor the market for compliance. We also review older chemicals to make sure they continue to meet today's high standards.

The work of the APVMA is critical to protect the health and safety of people, animals and the environment, and supports Australian agriculture by allowing the supply of only products that can be used safely and effectively.

State and Territory departments of agriculture, health or environment are responsible for the use of chemical products, including aerial spraying and licensing of pest control operators.

Information collected by the APVMA and the expertise within the Authority place us in an excellent position to support the development of relevant government policy by the Australian, State and Territory governments.

Key stakeholders

The APVMA's key stakeholders include

- the chemicals industry we regulate
- the Australian, State and Territory Governments
- the general community
- farmers and farm workers
- other users of agricultural and veterinary chemicals, and
- other national and international regulators

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

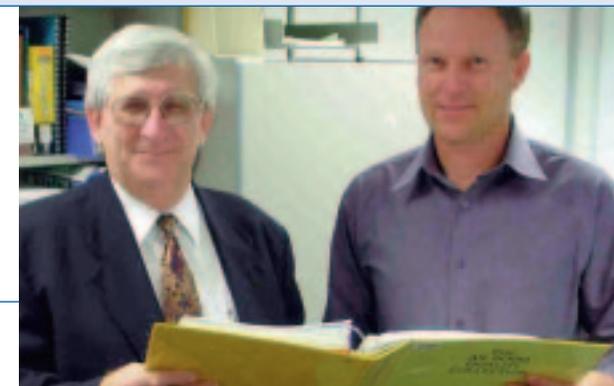
Foster Performance

Move Forward Together

GOALS	Build Capabilities	Foster Performance	Move Forward Together
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	<ol style="list-style-type: none"> 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 	<ol style="list-style-type: none"> 1 Complete negotiation of new certified agreement 2 Refine performance management scheme 3 Workforce planning targeting future needs 4 Targeted IT training 5 Regular 360 degree feedback 6 Improved internal communications 	<ol style="list-style-type: none"> 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	<ol style="list-style-type: none"> 1 Benchmark H.R. function 2 Succession Planning* 3 Individual Development Awards 4 Retired Employees Program 5 Improved learning and development 	<ol style="list-style-type: none"> 1 Ongoing review of all People Management Practices 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 	<ol style="list-style-type: none"> 1 Innovative ways to improve employee self and team understanding, eg TMI 2 Trial on line training options
MOVING FORWARD	<ol style="list-style-type: none"> 1 Recruit and develop capabilities for new programs 2 Skills inventory 	<ol style="list-style-type: none"> 1 Presentation skills training 2 Giving feedback training 3 Chairing meetings training 	<ol style="list-style-type: none"> 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.



Management framework

The APVMA aims for operational excellence in the programs it manages and the way we manage ourselves. Operational excellence involves

- the achievement of high standards of corporate governance through sound financial, legal and management practices
- appropriate corporate structures and services and quality contributions made by the APVMA's valued and highly trained people
- the implementation of a human resources development program that builds capabilities, fosters performance and encourages commitment to corporate goals, and
- regulatory actions and communication that build confidence in the APVMA's programs through consultation, provision of useful information, effective management of emerging issues and timely response to inquiries

The Corporate Plan is supported by:

- the APVMA Operational Plan
- the APVMA Human Resources Development Program – *APVMA People Plan*

Factors affecting operations

The following factors have a bearing on the APVMA's operations

Government expectations and requirements

- to independently evaluate chemicals, using the best expertise available
- to provide government with expert advice and information
- to maintain standards of health and environmental protection, notwithstanding the needs of chemical users
- to cooperate with other government regulators in related areas eg gene technology, food safety
- to manage ourselves in accordance with the best principles of corporate governance, business risk management and ethics
- to recover our operational costs from the agricultural and veterinary chemicals industry through a range of fees and levies
- to reduce the regulatory burden on industry in accordance with risk management principles

Community views

- APVMA regulatory processes should be open and transparent, with opportunity for meaningful consultation
- there are diverse views as to the degree of risk that is acceptable in the use of agricultural and veterinary chemicals
- chemicals are required for farming to protect animals and crops and allow Australia to be competitive in a market that demands quality commodities at a reasonable price

International developments

- chemical regulation is becoming increasingly global with harmonization of regulatory standards and data requirements. Cooperation between the APVMA and overseas agencies can reduce costs for industry and improve product standards
- Australia's use and regulation of chemicals are becoming increasingly important to countries that import Australian commodities

Measuring outcomes

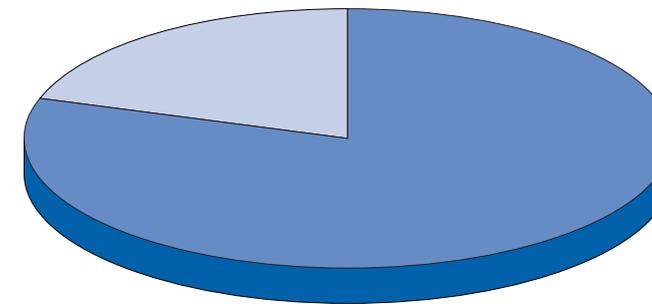
The APVMA's operational effectiveness is measured through the performance indicators stated in our corporate and operational plans.

In addition, a range of surveys and monitoring for chemical residues, air and water quality, worker safety and public health, undertaken by other Australian and State government agencies, give confidence that the National Registration Scheme is effective and contributes to the productivity of Australia's agricultural industries.

The APVMA receives feedback through its State/Territory partners in the National Registration Scheme and this helps it to assess the overall effectiveness of its regulatory programs.

Distribution of APVMA's budget towards meeting outputs

Total Expenditure Budget for 2003-2004: \$21.981 Million



- Registration of agvet chemical products: \$17.681 Million
- Compliance, product review and quality assurance: \$4.3 Million

Five commitments apply to everything we do

1 Legislation

We fulfil the responsibilities in our legislation using risk management principles

2 Quality

Our work upholds the quality and integrity of the National Registration Scheme

3 Partnerships

We value our partnership with the States and Territories, and input from the community, government, rural sector and chemicals industry

4 People

We value and develop our people so they do their jobs well

5 Performance

We work efficiently and effectively, pursuing continuous improvement and stakeholder satisfaction



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Outcome Statement

Given the need to use pesticides and veterinary medicines for pest and disease control, the work of the APVMA protects the health and safety of people, animals and the environment. In respect to food and fibre production, APVMA activities support Australian agricultural and livestock industries

Key Output

A world-class national registration scheme for pesticides and veterinary medicine products

Principal Goals

Stakeholder confidence that independent product assessment protects public health, environment and trade

Ongoing product quality supported by effective intelligence, quality assurance and compliance and enforcement programs

Strategies

Conduct independent risk based assessments, that are both efficient and effective, of pesticides and veterinary medicines.

Provide targeted information and develop key links with stakeholders to enhance system outcomes and build stakeholder confidence

Support development of relevant government policy

Achieve system excellence through enhanced intelligence, feedback loops, monitoring and reporting

Review chemical safety, quality and performance against contemporary standards

Ensure product quality through risk-based compliance strategies

Performance Indicators

Registered products in the marketplace meet legislative requirements for performance, safety and trade as a result of sound decision making

Decisions within statutory timeframes

Information provided assists informed public debate and development of robust government policy

Improvements to the regulatory system made as a result of new information, feedback and process enhancements

Chemicals of concern are assessed and decisions made in a timely manner

Quality of products in the market place meets acceptable standards

Legislative objectives and corporate governance statement

As a Statutory Authority, the APVMA operates in accordance with its governing legislation. Our principal responsibilities are described in the *Agricultural and Veterinary Chemicals (Administration) Act 1992* and the *Agricultural and Veterinary Chemicals Code Act 1994*.

The Administration Act (the Act) establishes the APVMA to administer laws relating to agricultural and veterinary products and confers powers to administer the National Registration Scheme. Section 7(1A) of the Act states that the functions of the APVMA include

- assessment of the suitability for sale of active constituents for chemical products, chemical products and labels for chemical products
- keeping a register of approvals and licences granted
- providing information to government and the public in relation to chemical products
- co-operating with Governments and authorities of the Commonwealth, States and the participating Territories to facilitate a consistent national approach to the assessment and control of chemicals and to develop codes of practice, guidelines and standards in relation to the use of chemical products

The criteria for the approval of active constituents or products state that they

- should pose no undue hazard to the safety of people exposed to them during handling or using anything containing their residues

- would not be likely to have an effect that is harmful to human beings
- would not be likely to have an unintended effect that is harmful to animals, plants, things or to the environment, and
- would not unduly prejudice trade or commerce between Australia and places outside Australia

The legislation also requires the APVMA to assess whether chemical products will be effective when used according to approved recommendations.

In performing its functions the APVMA is obliged to have regard to the principle of ecologically sustainable development and the need to use, conserve and enhance the community's resources.

The planning and reporting requirements of the APVMA are set out in Part 6 of the Act. Section 50(4) provides that the APVMA, in formulating its Corporate Plan, shall define the goals of the APVMA, provide a broad outline of its strategies, set out its assessment of factors that may affect its performance and include such performance indicators as it thinks appropriate.

Section 12 of the Act establishes the APVMA as a body corporate and Section 13 provides that it shall consist of a Chairperson and 8 other directors. The APVMA Board meets on a regular basis to

- develop a Corporate Plan, Annual Operating Plan and Budget that meet the requirements of the Act and the *Commonwealth Authorities and Companies Act 1997* (CAC Act) and produce outcomes that are in line with the statutory objectives
- review our statutory objectives, determine strategic directions and establish complying policies
- establish key performance indicators and monitor performance in achieving our objectives, thus enabling an assessment of the APVMA's effectiveness
- implement the strategies set out in the APVMA's approved plans and regularly review management progress in achieving plan objectives
- formally and informally consult with key stakeholders

The CAC Act and Orders (CACO) require the Corporate Plan to show outcomes, outputs, objectives and strategies aligned directly with the statutory objectives.

The APVMA has traditionally used the accrual accounting approach to budgeting and planning and has thus complied with the Commonwealth's Annual Information Management System.

