



Australian Government
Australian Fisheries Management Authority

Graduate Employment & Development Policy

JULY 2008

Aim

To ensure that AFMA maintains a skills base that is across contemporary professional techniques by offering an entry scheme for graduates in appropriate academic disciplines.

Program Outline

1. The program will be advertised annually or as determined by the Chief Executive Officer.
2. The program aims to select graduates from recognised leading schools of natural resource management, resource economics, maritime law, or marine science in Australia. Selection will occur in October/November of each year with commencement planned for the following year.
3. Graduates will be offered either a 6 or 12 month development employment program with an understanding that graduates who perform effectively during this period will be guaranteed ongoing employment at the APS 3 level, irrespective of vacancies at the conclusion of the program. Graduates will not be eligible to apply for temporary transfers (at level or above) within AFMA or other APS agencies until the completion of the GEDP.
4. The program will normally consist of 2 placements (6 month program) or 4 placements (12 month program) of at least 2 months duration rotating around the branches within AFMA or with other relevant government departments. Placements will involve a training component including induction and will aim to offer a discrete project as well as standard day to day duties. During the GEDP graduates will be expected to undertake additional development programs.
5. The training need of each individual graduate will be assessed during interview and employment and development opportunities will be delivered as necessary.
6. People who move from interstate to take up a GEDP will receive relocation assistance as if they were a core employee and will include a component to pay for their return home should they not be appointed at the conclusion of the GEDP.
7. All graduates will be subject to performance management with performance assessment occurring formally at the end of each work placement. The offer of ongoing employment at the conclusion of the GEDP is dependent on an effective performance rating.
8. Graduates will commence at paypoint APS 2.1 (under review). Subject to satisfactory performance, graduates will advance to paypoint APS 3.1 after the end of their second rotation. Graduates on the 12 month program will

advance to paypoint APS 3.2 upon successfully completing the graduate program.

9. Graduates will be encouraged to identify a mentor or 'buddy' who, with support from the Human Resource Section, will be responsible for providing support and guidance and encourage personal growth and development in partnership with the graduate.
10. The cost of the program including the salary and salary related costs, will be charged across AFMA as an overhead. Generally, any placement specific costs such as travel related to a placement will be charged to the host section/fishery. Some assistance may be available for this purpose from graduate training funds. The overall cost of the program will be reviewed annually against the benefits gained to ensure that we are getting value for money.

The expected benefits are;

- increased productivity through enlarging our pool of enthusiastic fisheries professionals within AFMA;
- reduced recruitment costs through an improvement in the pool of qualified experienced people within AFMA;
- development of good quality people committed to fisheries management in order to ensure the organisation's future; and
- a closer tie between AFMA and educational institutes.