

**Question: BET 518**

**Topic: Staffing – training (ATO)**

**Hansard Page: Written (13/6/12)**

**Senator BUSHBY asked:**

518. Will there be any training after the 2012 Calendar year for 2012 Graduates? If yes, please details including costs and what the training is.

**Answer:**

518.

The ATO's 2012 graduate program will finish on 25 January 2013. Graduate program participants who successfully complete the 12 month program will be advanced to APS4 level and placed in permanent ongoing positions within the ATO. Formal training specific to the program would then be complete.

All ATO staff, including former graduate program participants, complete a learning and development plan in consultation with their manager. This plan details role specific training requirements as well as additional personal development activities suggested by the staff member or their manager. As each plan is specifically tailored to the individual staff member, it is not possible to detail the costs and types of training that may be offered to former graduate program participants.

ATO staff also have the opportunity to take part in a mentoring program. The aim of the mentoring program is to assist employees, including former graduate program participants, to establish a mentoring relationship with a senior and experienced leader who is available to provide guidance and advice regarding organisational structure, policies and culture. Mentoring also provides an opportunity to develop networks which may assist with professional career development in the ATO.