

QUESTION TAKEN ON NOTICE

ADDITIONAL ESTIMATES HEARING : 23 February 2015

IMMIGRATION AND BORDER PROTECTION PORTFOLIO

(AE15/109) - Blueprint for reform 2013-2018 - Programme 1.2 Visa and Citizenship (Administered)

Senator Carr, Kim (L&CA) written:

- a. Part of the Blueprint for reform 2013-2018 document was a commitment to the development of a new Career Planning framework which provides officers with the opportunity to develop individualised career plans linked to reform.
- b. Where is this process up to?
- c. How many officers have taken up this option?
- d. Does ACBPS feel that this promotes integrity within the system?
- c. Given that in the latest round of Enterprise bargaining ACBPS is looking to strip away shift, working away from home and on water allowances – is there a fear that this may cause integrity issues with officers?

Answer:

- b) The Career Management Framework is in design phase. Officers are currently attending Career Expo's and undertaking conversation with career coaches in order to formulate their career plans.
- c) To date over 300 requests for one-on-one career coaching sessions have been received. These sessions will also be offered to all officers following the Roadshows and career expos.
- d) It is anticipated that the movement of the workforce through career management will support a culture of high performance and professional behaviour.
- e) At this stage of negotiations, a remuneration offer, including associated allowances, has not been tabled