

Policy: Career development

Purpose

To establish the principles for career development.

Overview

The University is committed to providing support to staff to enhance skills and knowledge to enable them to contribute towards the fulfilment of the University's mission and strategic goals. This includes support for development to meet mandatory programs to achieve accreditation when required.

Scope

This Policy applies across the University.

Policy Statement

1. The University enables staff to perform at their best, and strives to do this within a culture of continuing evaluation of performance and improvement through the following mechanisms:
 - establishing clear performance objectives through a Performance and Development Review (PDR);
 - supporting staff through appropriate development and career planning;
 - providing staff with career opportunities within the University through appropriate development; and
 - developing managers and supervisors to assist them in carrying out their leadership responsibilities effectively.
2. The responsibility for staff development lies jointly with the individual staff member and the University, through supervisors and managers.
3. Through the breadth of opportunities it has available, the University develops the capability of individuals in their discipline specific role (e.g. physicist, anthropologist, electronics engineer and finance consultant), role category (e.g. research, teaching, support) and University role (supervisor/ manager, staff member).

4. Staff and managers need to consider the wide range of development opportunities available to enhance their development. For example, formal award courses, in-house training programs, on-line training, on-the-job training, workshops, online and library based reading material.
5. The University acknowledges that Indigenous Australians have suffered injustices in the past. Such injustice has created disadvantage in both educational and employment opportunity/access for Indigenous Australians. In addition, this disadvantage has led to poor social and health outcomes for Indigenous communities. In order to overcome this disadvantage, the University is committed to ensure this policy is applied in such a way that maximises career development opportunities and ensures a culturally sensitive employment experience for our Indigenous staff.
6. Access to staff development events, financial support and study leave is balanced with the operational requirements of the area.

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