

Professionals together

APESMA represents several thousand managers and professionals in a wide range of disciplines including IT, accounting, human resources, sales and marketing, and recognises managers as an important segment of the professional workforce.

The Managers and Professionals Division (MPD) aims to acknowledge managers' talents and achievements, the diversity of their specialist skills and the significant contribution they make to both organisational performance and to driving productivity and innovation in the Australian economy more broadly.

In conjunction with business, government and industry bodies, the MPD has an important role to play in employment-related areas for managers and professionals across industry.

APESMA's Managers and Professionals Division

The 1995 Karpin Report was instrumental in creating an understanding of the relationship between management capability and organisational performance. Good managers, the report concludes, are critical to a more competitive economy and better performing enterprises. The MPD plays an important role in supporting managers and professionals in their organisational roles, in their contribution to the community and profession, as well as more broadly as drivers of enhanced productivity and innovative capacity.

APESMA's MPD aims to:

- make a positive difference in the working lives of managers and professionals;
- gain recognition and support for the leadership provided by managers and professionals; and
- co-operate with government, employers and other stakeholders to realise Australia's productivity and innovative capability through the contribution of managers and professionals.

Position statement

The MPD believes that:

- Business has a major role to play in the attraction, retention and development of managers and professionals. It must aim to provide interesting, challenging and rewarding career opportunities with appropriate salaries, training and development opportunities, working conditions and career paths to attract and retain sufficient numbers of talented managers and professionals to the private sector; and

- Government has a major role to play in investment, particularly in research and development, education and skills formation, and in providing a modern supporting infrastructure and regulatory framework.

Issues

The MPD will offer a lead by having an active involvement in the following areas:

- IR assistance and advice on issues such as unfair dismissal, work/life balance and the protections afforded all managers and professionals by the National Employment Standards
- Salaries - the MPD provides market rate assessment information allowing members to benchmark their salaries, and provide a documentary basis for reference in their salary reviews
- Management development - significant skills gaps exist in the areas of leadership, people skills, teamwork and strategic analysis. Addressing skills

gaps is critical with a well-established relationship between management development activity and organisational performance

- Career progression and transition - the MPD provides information and advice on the transition from technical specialist to manager
- Leadership - corporate governance, board communication, cultural change, strategic business planning, financial management and developing and managing global opportunities are skills critical to developing and consolidating leadership potential. The MPD leverages the skills and experiences of members in these areas and provides advice and information, and
- Gender issues in management - the MPD is actively involved in debate and lobbying activities around issues including gender equity, parental leave and child care for managers and professionals.

