

# 2019-2024 Strategic Plan Summary



## Who we are

*We are a statutory authority with a proud reputation for getting things done.*

We work with government and stakeholders to optimise the social, cultural and economic benefits of Victoria's fisheries and aquaculture industry while promoting sustainable and responsible practices.

We are committed to getting more people fishing and enjoying Victoria's local seafood, growing healthy and sustainable fishing and aquaculture sectors, and contributing to Victoria's social and economic prosperity.

Our vision is **healthy and sustainable fisheries for all Victorians**.

## Our values

*In everything we do we put safety first, support our people and demonstrate professionalism, leadership and accountability.*

**Safety First** - Our safety, the safety of our team and the community comes first always

**Professionalism** - We get things done with integrity and maintain high standards

**Leadership** - We are all leaders no matter our role

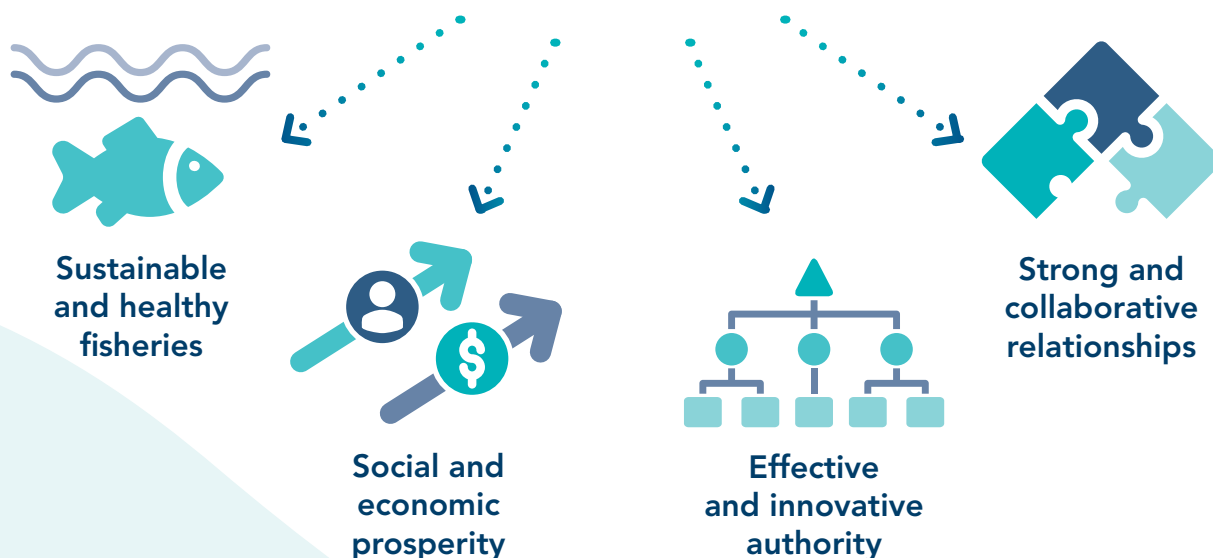
**Support our people** - We treat everyone with respect and embrace diversity

**Accountability** - We are accountable to our self, our team, VFA and our community

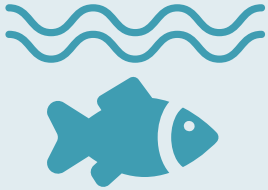

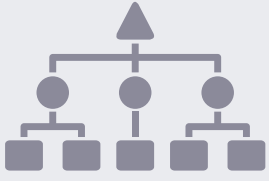

## Our vision

*To achieve our vision of healthy, sustainable fisheries for all Victorians, we have established four high level focus areas.*

### Healthy, sustainable fisheries for all Victorians



## 2019-2024 Strategic Plan - Summary

Our vision	Our Priorities	Success looks like
<p><b>1. Sustainable and healthy fisheries</b></p> 	<ul style="list-style-type: none"> <li>• Victorian marine and freshwater fisheries, fish stocks and habitats are healthy and productive.</li> <li>• Fisheries management is integrated, considers the interests of all stakeholders and reflects community values.</li> <li>• Decision making is transparent, proactive, reflects policy and leverages research, monitoring and evaluation.</li> <li>• Ethical, responsible and respectful practices are adopted across the sector.</li> </ul>	<ul style="list-style-type: none"> <li>• Management Plans are in place for key fisheries, containing strategies for monitoring data and trends, and are actively used in decision making.</li> <li>• Evidence of community input into policy and decision making is apparent.</li> <li>• Strong public stewardship of Victoria's fisheries.</li> </ul>
<p><b>2. Social and economic prosperity</b></p> 	<ul style="list-style-type: none"> <li>• Victoria's fisheries sector is dynamic and resilient, offering great economic opportunities and career pathways for Victorians.</li> <li>• Recreational, indigenous customary and commercial fishing and aquaculture are all recognised for their contribution to the social and economic prosperity of Victoria.</li> <li>• Victoria's high quality fresh fish and seafood products are the first choice for Victorians and recognised around the world.</li> <li>• Recreational fishing is widely accessible and enjoyed by a diverse range and growing number of Victorians.</li> <li>• Victoria is renowned as a great fishing destination.</li> </ul>	<ul style="list-style-type: none"> <li>• Fresh local seafood is available at all key Victorian fishing ports and local supermarkets.</li> <li>• Strong investment and jobs growth across fisheries sectors.</li> <li>• More and a greater diversity of people out fishing and enjoying the health and wellbeing benefits.</li> <li>• Ten defined fishing destinations developed across Victoria.</li> </ul>
<p><b>3. Effective and innovative authority</b></p> 	<ul style="list-style-type: none"> <li>• The health and safety of our staff and community comes first.</li> <li>• Diversity, inclusion and flexibility are valued and we offer opportunities for our people to develop their skills, and experience rewarding career pathways.</li> <li>• We are enabled by strong communication across the organisation and with stakeholders and the Victorian community.</li> <li>• Our business processes and systems are fit-for-purpose.</li> <li>• We are forward-looking, innovative, consistent, measured and have a proud reputation for getting things done.</li> </ul>	<ul style="list-style-type: none"> <li>• VFA staff are safe and healthy.</li> <li>• VFA is a great place to work.</li> <li>• VFA has the capabilities and capacity required to deliver.</li> <li>• Staff diversity is reflective of the Victorian community.</li> <li>• Strong communication is common place.</li> </ul>
<p><b>4. Strong and collaborative relationships</b></p> 	<ul style="list-style-type: none"> <li>• Effective relationships are a cornerstone of how we do business.</li> <li>• Structured and clearly defined processes for consultation and co-design underpin broad participation in decision making.</li> <li>• Informed and capable stakeholders and representative bodies work closely with us to deliver well planned and coordinated action.</li> <li>• We extend our reach and impact through partnerships with a diverse range of organisations.</li> <li>• We work closely with Traditional Owners to develop a greater understanding of culturally important matters.</li> </ul>	<ul style="list-style-type: none"> <li>• Stakeholders are engaged.</li> <li>• Key Advisory Boards are in place informing plans and actions.</li> <li>• Number of formal relationships with a diverse range of organisations and cohorts is doubled.</li> <li>• Evidence of Traditional Owners participation in development of plans and actions.</li> </ul>