



# MEMBER UPDATE

## AFPA Subscription Structure

Dear members,

On 14 July 2017, advice was sent to you from the AFPA indicating the membership subscription rate was moving from 1.15% to 1.25% of base salary (excluding composites, overtime or allowances).

The clear intention of the change to subscription levels was to ensure our Association had the financial capacity to deliver ongoing improvements and enhance the professional, legal and welfare services provided to you. In particular, we have greatly expanded our legal and industrial services, and the following represents expenditure by your Association over the financial year:

- \$880,000 in member welfare payments
- \$350,000 in member legal fees
- \$1,400,000 for member death and trauma insurance premiums
- \$500,000 for other legal and industrial expenditure.

After several enquiries from members relating to the proposed changes to subscriptions, your Executive undertook a review of subscription levels. It was established that since 2013, AFPA subscriptions have been applied to base salary plus core composite.

A review of the AFPA budget was also undertaken and it is clear that to deliver on our commitment to enhance our services, the increase to subscriptions must be applied where appropriate to base salary plus core composite.

After much consideration of these factors, the AFPA Executive has determined subscription levels should apply to base salary plus core composite allowance where appropriate.

As a result, the AFPA Executive endorsed the following resolutions this week:

*In the case of Executive employees, 1.25% of the Executive Level minimum salary prescribed by the Executive Level Enterprise Agreement between the Association and the AFP from time to time.*

*In the case of all other employees (whether sworn or not sworn), 1.25% of the base salary plus core composite allowance where applicable for the employee concerned, prescribed by the Enterprise Agreement between the Association and the AFP from time to time. The maximum amount payable by a band 8 employee or below shall be the equivalent of a band 8.3 without composite allowance, currently \$55.80.*

Your Association acknowledges the advice and fortnightly fee structure provided to you earlier this month was incorrect and accepts responsibility for error.

The further adjustment will take effect from your next pay period, commencing 10 August 2017.

**AFP ENTERPRISE AGREEMENT SALARY RATES**

			Fortnightly				Fortnightly	
			1.25%				1.25%	
<b>AFP ENTERPRISE AGREEMENT SALARY RATES</b>	<b>1</b>	<b>1.</b>	\$47,174	\$22.61	<b>1</b>	<b>1.1</b> (+22% core composite)	\$57,552.28	\$27.58
		<b>1.</b>	\$48,836	\$23.40		<b>1.2</b> (+22% core composite)	\$59,579.92	\$28.55
		<b>1.</b>	\$50,616	\$24.26		<b>1.3</b> (+22% core composite)	\$61,751.52	\$29.59
		<b>1.</b>	\$52,397	\$25.11		<b>1.4</b> (+22% core composite)	\$63,924.34	\$30.63
	<b>2</b>	<b>2.</b>	\$52,397	\$25.11	<b>2</b>	<b>2.1</b> (+22% core composite)	\$63,924.34	\$30.63
		<b>2.</b>	\$54,425	\$26.08		<b>2.2</b> (+22% core composite)	\$66,398.50	\$31.82
		<b>2.</b>	\$56,398	\$27.03		<b>2.3</b> (+22% core composite)	\$68,805.56	\$32.97
		<b>2.</b>	\$58,518	\$28.04		<b>2.4</b> (+22% core composite)	\$71,391.96	\$34.21
		<b>2.</b>	\$60,876	\$29.17		<b>2.5</b> (+22% core composite)	\$74,268.72	\$35.59
	<b>3</b>	<b>3.</b>	\$60,876	\$29.17	<b>3</b>	<b>3.1</b> (+22% core composite)	\$74,268.72	\$35.59
		<b>3.</b>	\$63,351	\$30.36		<b>3.2</b> (+22% core composite)	\$77,288.22	\$37.04
		<b>3.</b>	\$65,827	\$31.55		<b>3.3</b> (+22% core composite)	\$80,308.94	\$38.49
		<b>3.</b>	\$68,453	\$32.80		<b>3.4</b> (+22% core composite)	\$83,512.66	\$40.02
		<b>3.</b>	\$71,075	\$34.06		<b>3.5</b> (+22% core composite)	\$86,711.50	\$41.56
	<b>4</b>	<b>4.</b>	\$71,075	\$34.06	<b>4</b>	<b>4.1</b> (+22% core composite)	\$86,711.50	\$41.56
		<b>4.</b>	\$73,972	\$35.45		<b>4.2</b> (+22% core composite)	\$90,250.72	\$43.25
		<b>4.</b>	\$76,873	\$36.84		<b>4.3</b> (+22% core composite)	\$93,783.84	\$44.94
		<b>4.</b>	\$80,079	\$38.38		<b>4.4</b> (+22% core composite)	\$97,696.38	\$46.82
		<b>4.</b>	\$83,554	\$40.04		<b>4.5</b> (+22% core composite)	\$101,935.88	\$48.85
	<b>5</b>	<b>5.</b>	\$83,554	\$40.04	<b>5</b>	<b>5.1</b> (+22% core composite)	\$101,935.88	\$48.85
		<b>5.</b>	\$87,040	\$41.71		<b>5.2</b> (+22% core composite)	\$106,188.80	\$50.89
		<b>5.</b>	\$90,513	\$43.38		<b>5.3</b> (+22% core composite)	\$110,430.74	\$52.92
	<b>6</b>	<b>6.</b>	\$90,513	\$43.38	<b>6</b>	<b>6.1</b> (+22% core composite)	\$110,430.74	\$52.92
		<b>6.</b>	\$95,194	\$45.62		<b>6.2</b> (+22% core composite)	\$116,136.68	\$55.66
		<b>6.</b>	\$99,869	\$47.86		<b>6.3</b> (+22% core composite)	\$121,840.18	\$55.80
	<b>7</b>	<b>7.</b>	\$99,869	\$47.86	<b>7</b>	<b>7.1</b> (+22% core composite)	\$121,840.18	\$55.80
		<b>7.</b>	\$103,418	\$49.56		<b>7.2</b> (+22% core composite)	\$126,169.96	\$55.80
		<b>7.</b>	\$106,951	\$51.26		<b>7.3</b> (+22% core composite)	\$130,494.88	\$55.80

	<b>3</b>	63			<i>composite)</i>		6	
	<b>8</b>	<b>8.</b>	\$106,9		<b>8.1</b>	(+22% core	\$130,494.8	
	<b>1</b>	63	\$51.26		<i>composite)</i>		6	\$55.80
	<b>8.</b>	\$111,6			<b>8.2</b>	(+22% core	\$136,266.6	
	<b>2</b>	94	\$53.53		<i>composite)</i>		8	\$55.80
	<b>8.</b>	\$116,4			<b>8.3</b>	(+22% core	\$142,042.1	
	<b>3</b>	28	\$55.80		<i>composite)</i>		6	\$55.80

**Fortnightly**

<b>EXECUTIVE LEVEL SALARY RATES</b>	<b>1/07/2017</b>	
		<b>1.25%</b>
	\$141,668	\$67.89

Once more, your Association reiterates that this modest change to subscription levels is necessary to ensure that our enhanced welfare, legal and professional assistance is sustainable into the future.

If you have any questions or would like to discuss membership fees, please contact the AFPA Office on (02) 6285 1677 or by email at [afpa@afpa.org.au](mailto:afpa@afpa.org.au).

Yours sincerely,

Angela Smith  
National President



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