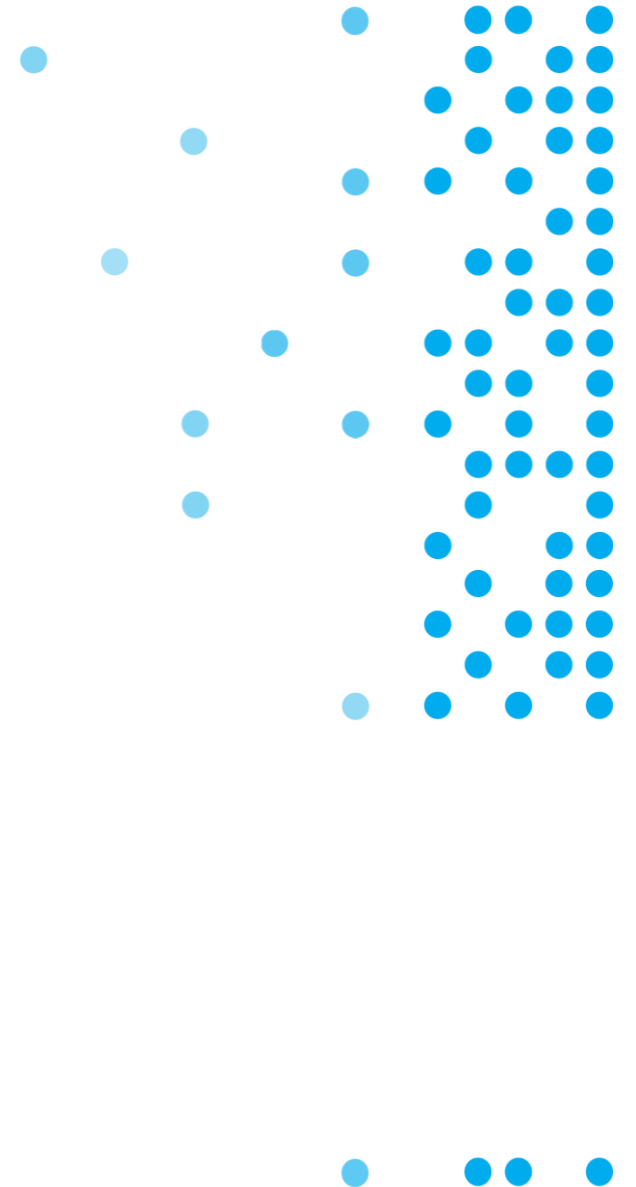


Australian Federal Police Association

Pay and Morale Survey 2023

13 April 2023



Background



The AFPA Pay and Morale Survey 2023 obtained members' views on their pay and conditions, as well as their attitudes to their work and the police service in general. The AFPA Pay and Morale survey will become an annual survey.

This report provides a summary of key findings on members' morale, welfare, cost of living and attitudes towards pay and remuneration.

Findings also cover respondents' intention to stay in the Police service, and indicators of engagement with the service - for example, whether respondents feel proud to be in the Police, and whether respondents would recommend the Police service to others.

Methodology



This report summarises the results of a member survey commissioned by the Australian Federal Police Association (AFPA).

The survey was conducted online from the 20th to 28th February 2023 and is based on 1,132 respondents.

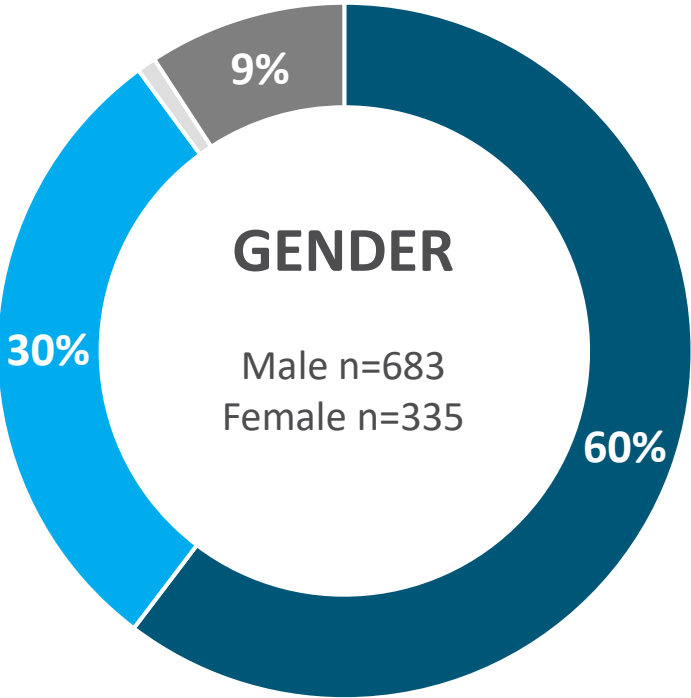
AFPA members were invited to take part in the survey via email and participation was optional. Essential Research assisted in the design of the survey and managed the fieldwork and analysis.

Demographic analysis of those who took part are shown on the following slide.

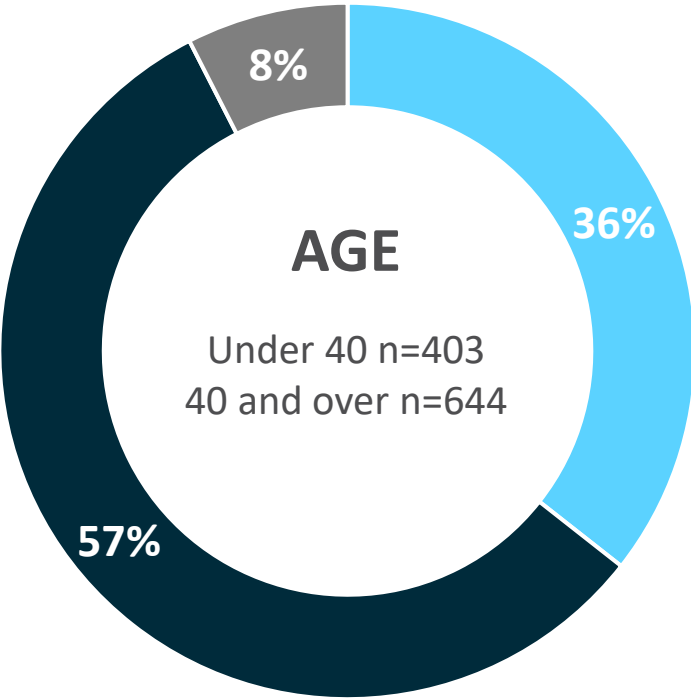
Demographics



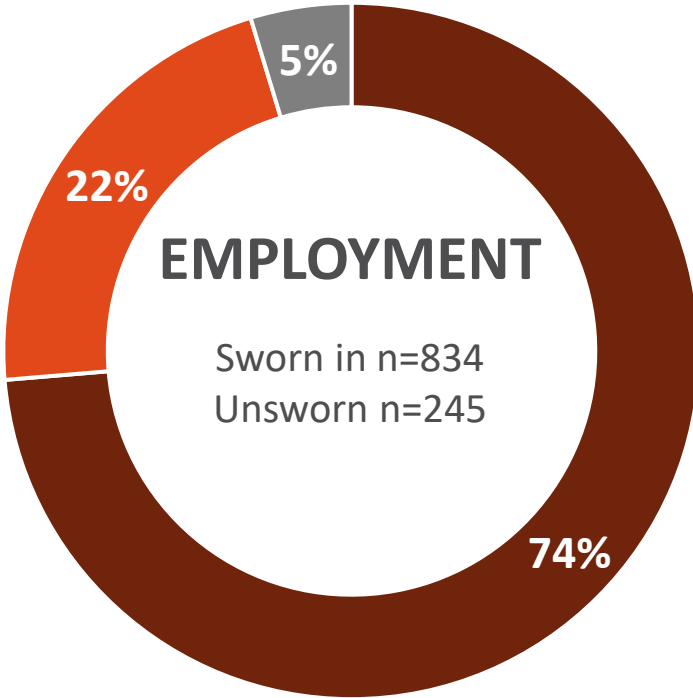
■ Male ■ Female
■ Prefer to identify as ■ Prefer not to say



■ Under 40 ■ 40 and over
■ Prefer not to say



■ Sworn in ■ Unsworn
■ Prefer not to say



Key Insights I



PAY & COST OF LIVING

- Pay and remuneration is the top concern for members. Perceived low pay and insufficient increases to match cost of living expenses contribute to low morale, curtailed career intentions, stress and anxiety.
- Increases in cost of living affect almost all participants and most feel financially worse off than they did three years ago. The price of food, fuel, utilities and housing are seen as the major contributors to cost of living increases and most participants say their remuneration hasn't kept up with these price increases
- To combat rising cost of living, members are cutting back on non-essentials. More concerning however, are members resorting to using savings and taking on extra debt to manage increased cost of living over the last 12 months.

MORALE

- There is low morale among members, and this has decreased since 2019, with pay and workload being the main contributing factors for decreasing morale.
- Issues such as over-work, poor management and organisational culture also contribute to low morale within the AFP.
- Despite most respondents indicated that they feel proud to work for the AFP, many do not feel valued by the AFP and would not recommend the AFP as an employer.
- Participants do not think members of the AFP are respected by the Government, but the perceived the respect from the public is greater.

Key Insights II



CAREER INTENTIONS AND OVERTIME

- There is extensive dissatisfaction among participants with their AFP career, but despite this, most members who took part in the research intend to stay with the AFP long term.
- For most participants, workload is 'too high' or 'about right', with the majority having to complete unpaid work in last 12 months with on average 80 hours a year being unpaid.
- As well as this unpaid work, most participants also worked overtime in the last year, with understaffing being the main cause.
- Members are likely to work overtime to support colleagues and to supplement basic wages. Not letting colleagues down and financial reasons were the top personal considerations for working overtime.

PHYSICAL AND MENTAL HEALTH

- Participants rate their physical health as generally good, however mental health is rated lower, with career uncertainty, high workload and poor relationships with colleagues are the main causes of negative feelings at the job.
- Most members find their job stressful and over two-thirds of those with poor physical or mental health say their job has been a significant contributing factor to their poor physical/mental health.
- In the last 12 months, at least 70% of members have experienced disappointment, stress or low personal morale at the job. There are notable mentions of professional help and prescribed medication for a psychological condition in the past 12 months.

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Pay & Cost of Living

Around half of respondents rate their base pay, allowances and overall remuneration as poor



■ Very good ■ Good ■ Average ■ Poor ■ Very poor

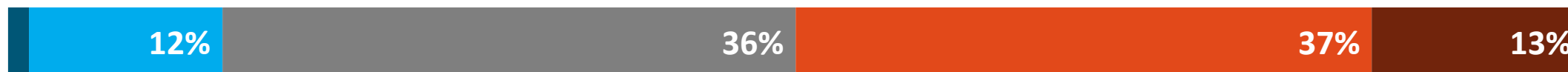
Base Pay (Total: Poor + Very poor: 54%)



*Allowances (Total: Poor: 51%)



Overall Remuneration (Total: Poor: 50%)



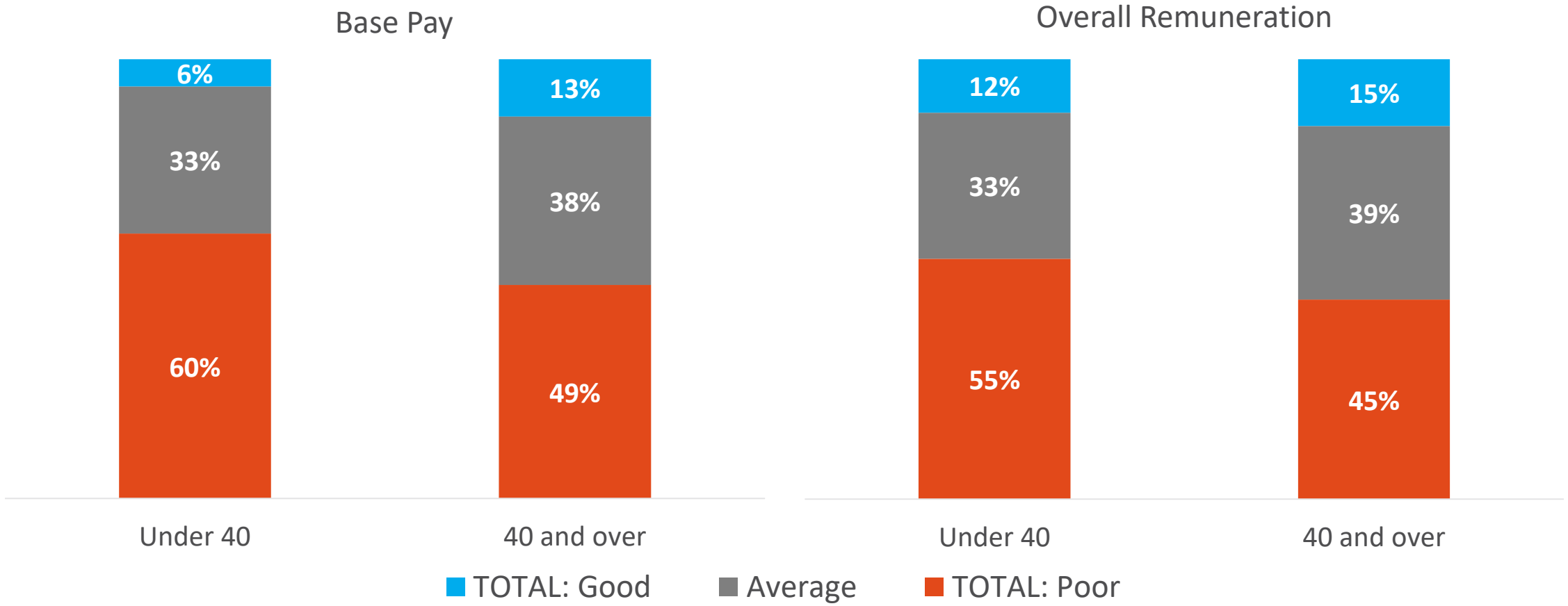
Q. How do you rate your base pay?

Q. How do you rate your allowances (e.g. on-call allowance, nightshift allowance)?

Q. How do you rate your overall remuneration (pay and allowances)?

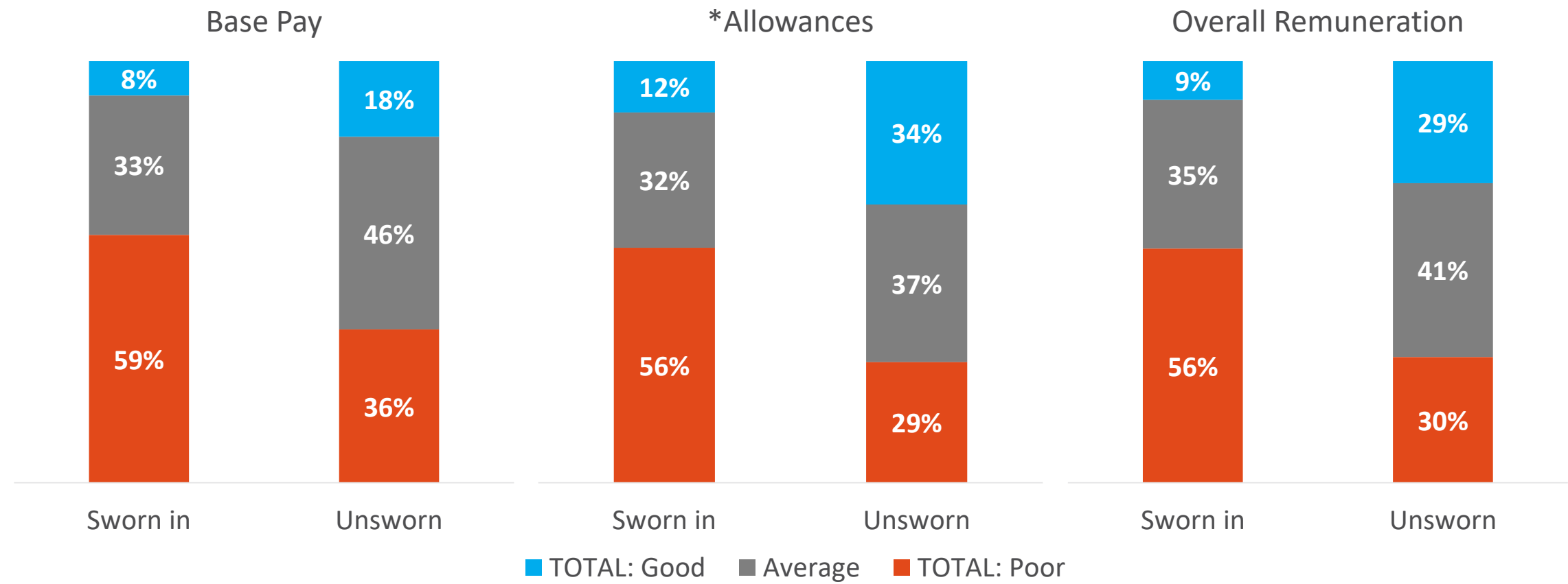
Base: All participants (n=1,132), *All participants with allowances (n=977)

Younger members are less satisfied with their base pay and overall remuneration



Q. How do you rate your base pay?
Q. How do you rate your overall remuneration (pay and allowances)?
Base: All participants (Under 40 n=403, 40 and over n=644)

Sworn in officers are less satisfied by all elements of their pay package



Q. How do you rate your base pay?
Q. How do you rate your allowances (e.g. on-call allowance, nightshift allowance)?
Q. How do you rate your overall remuneration (pay and allowances)?
Base: All participants (Sworn in n=834, Unsworn n=245), *All participants with allowances (Sworn in n=786, Unsworn n=147)

Almost all respondents have seen an increase in their cost of living & a majority feel financially worse off than they did three years ago

98%

Say their **cost of living** has increased in the past year

84%

Feel **financially worse off** compared to three years ago

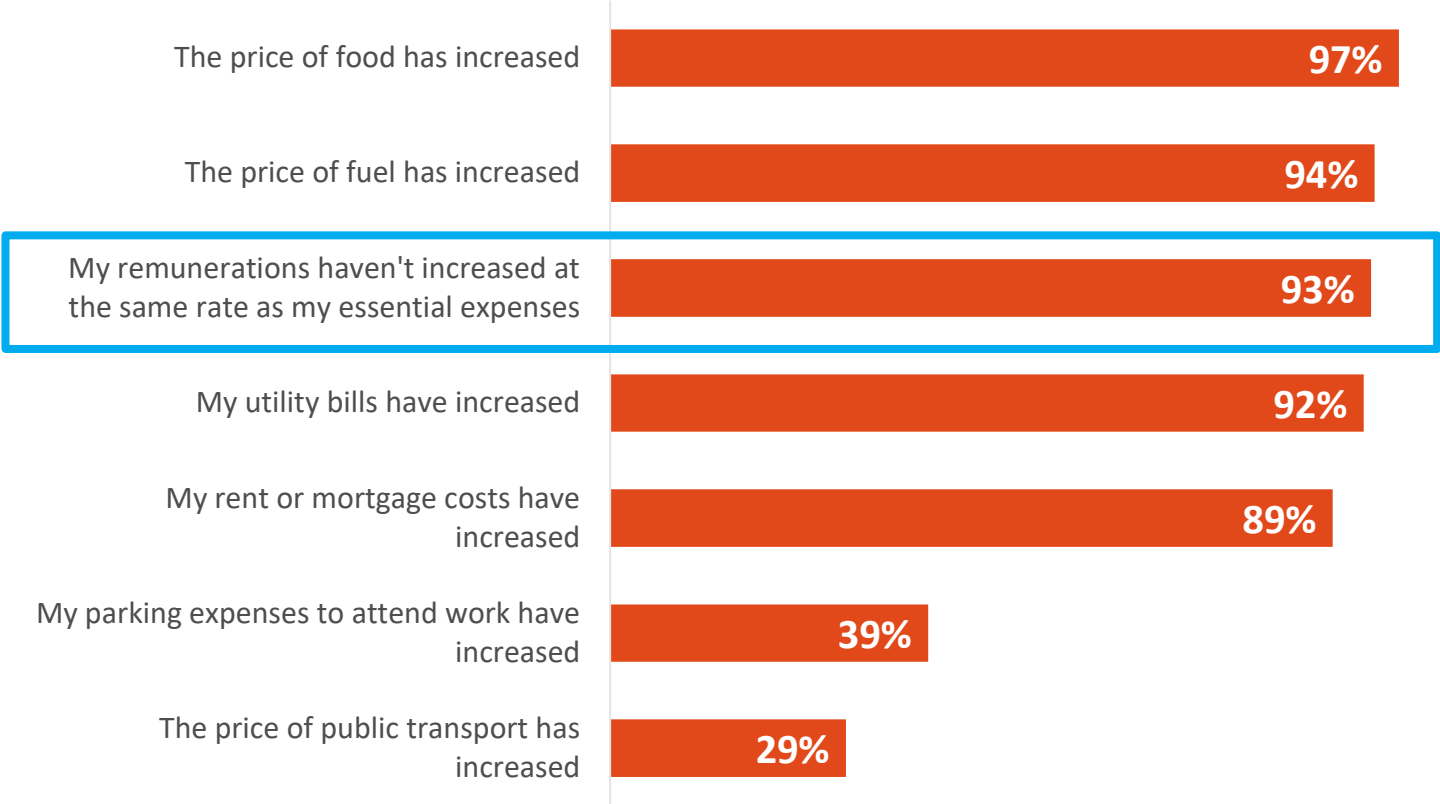
Q. Over the last year, has your cost of living...?
Q. Do you feel financially 'worse off' compared to three years ago?
Base: All participants (n=1,132)

“Everything has increased except my pay.”

“Every aspect of my life is more expensive, doctors appointments, groceries, home. I cannot afford items outside necessities.”

“All expenses associated with living have increased. Our remuneration has not. It's that simple.”

Food, fuel, utilities and housing are major contributors to cost of living increases. Nearly all who experienced cost of living increased say remuneration has not kept up with price increases



“Wages have not kept up with the cost of living”

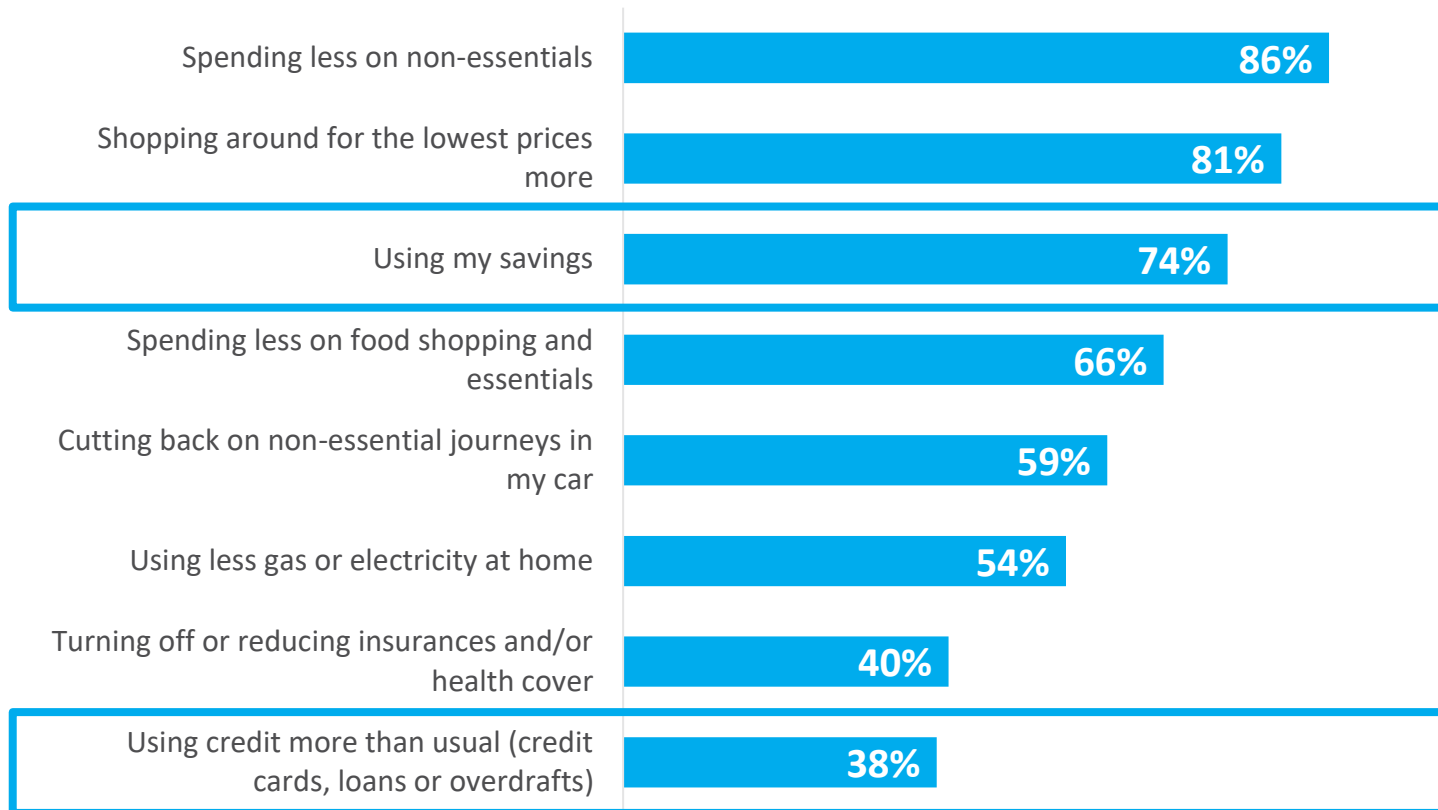
Healthcare and school fee increases are also mentioned in the other comments.

“Health insurance has increased”

“School fees have increased”

Q. Over the last year, for what reason/s has your cost of living increased? Please select all that apply.
Base: All participants who indicated that their cost of living has increased in the last year (n=1,111)

Three-quarters are resorting to use savings to manage increased cost of living and over a third are taking on extra debt



“I skip meals so my wife and kid can eat. I don’t have new clothes or shoes or hair cuts”

“Extremely decreasing my social events, which has dramatically impacted my quality of life.”

“No holidays.”

Q. Which of the following are you doing because your cost of living has increased? Please select all that apply.
Base: All participants who indicated that their cost of living has increased in the last year (n=1,111)

A majority of members face regular financial concerns

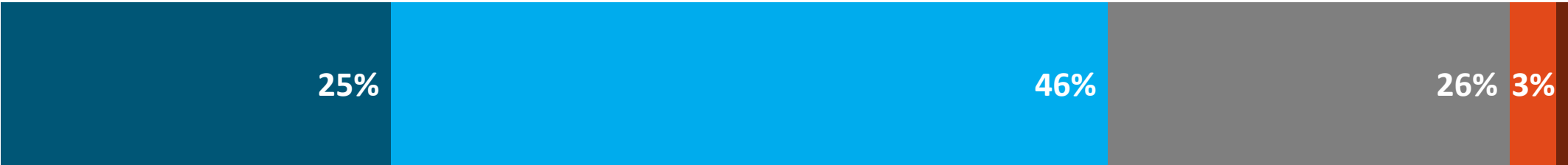


Q. How often do you find yourself worrying about money?

Base: All participants (n=1,132)

■ Always ■ Often ■ Sometimes ■ Rarely ■ Never

All members (Always + Often: 71%)



Q. How often do you find yourself worrying about money?

Base: All participants (n=1,132)

73% of members are generally able to cover their monthly expenses. But sworn in officers are less likely than unsworn members to be able to cover their monthly expenses



Q. How often are you able to cover your essential monthly expenses?

Base: All participants (n=1,132, Sworn in n=834, Unsworn n=245)

Always Often Sometimes Rarely Never

All members (Always + Often: 73%)



Sworn in (Always + Often: 71%)



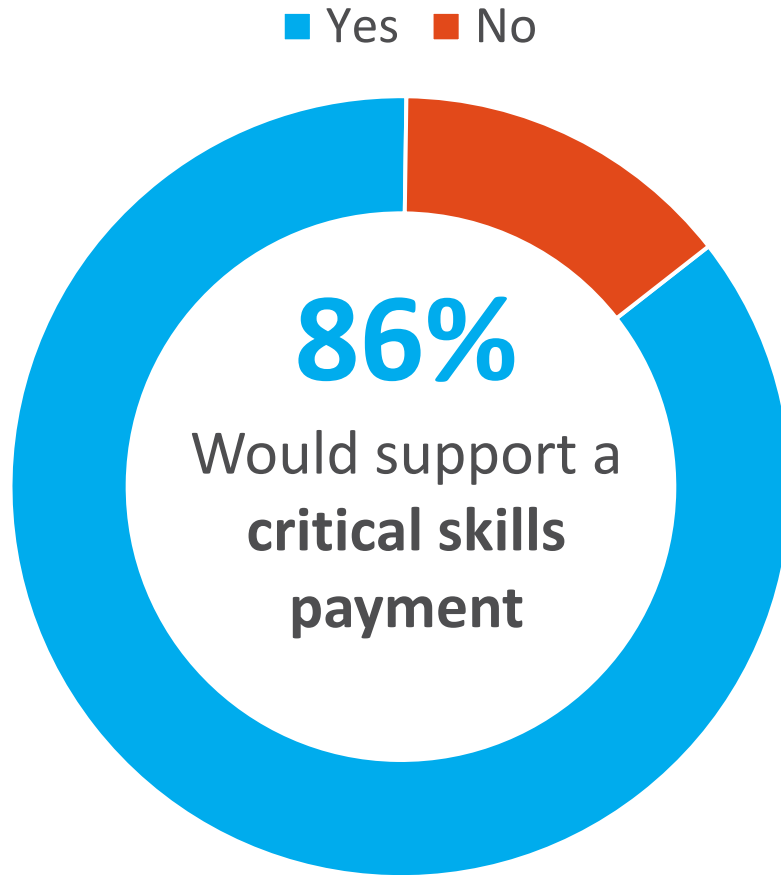
Unsworn (Always + Often: 79%)



Q. How often are you able to cover your essential monthly expenses?

Base: All participants (n=1,132, Sworn in n=834, Unsworn n=245)

A majority of members would support a critical skills payment



Q. Would you support a 'critical skills payment'?
Base: All participants (n=1,132)

Younger members (aged under 40) are more likely than older members (aged 40 and over) to support a critical skills payment (90% to 84%).

“There is insufficient investment in critical skills investigators”



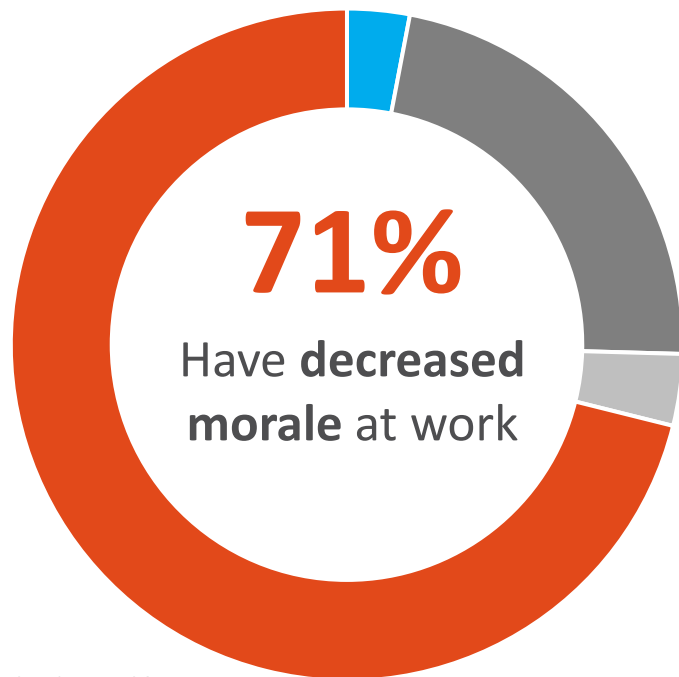
Morale

Most respondents' morale has decreased since 2019

Q. Since 2019, has your morale level at work?

Base: All participants (n=1,132)

■ Increased ■ Stayed the same ■ Other ■ Decreased



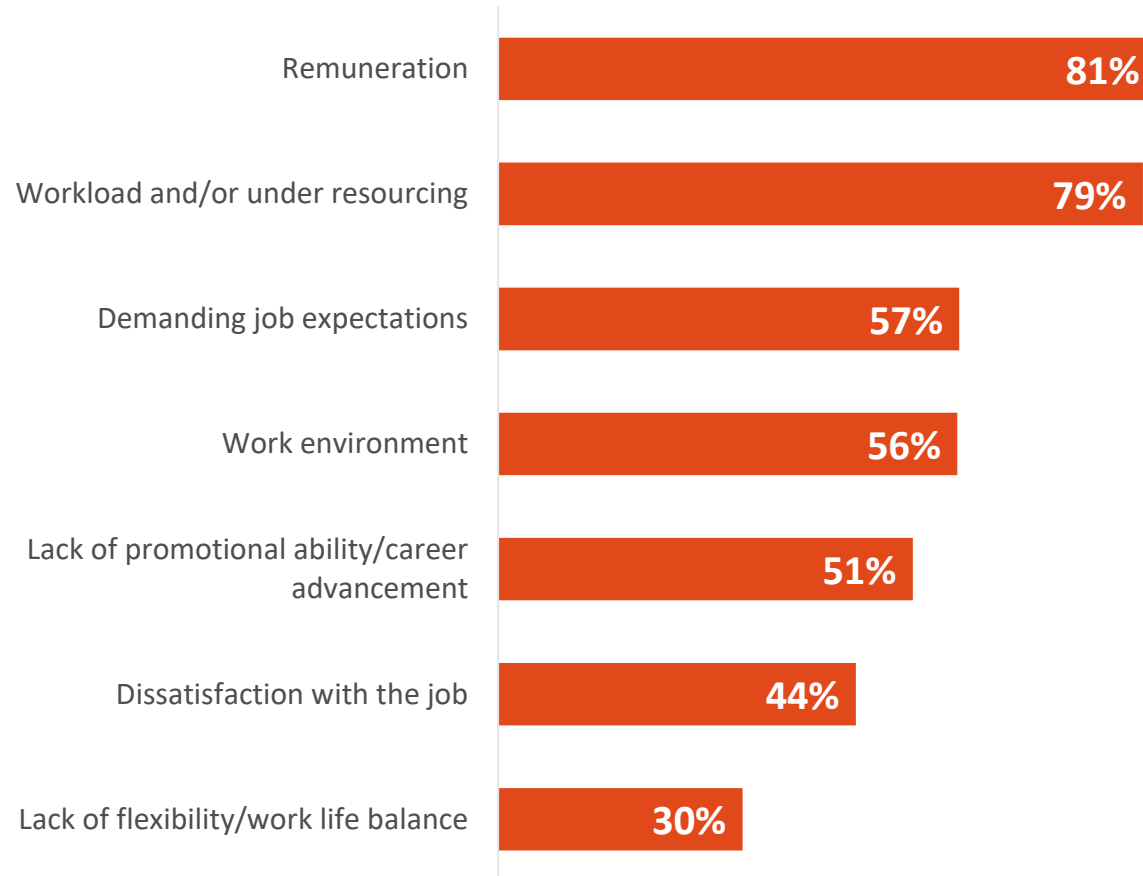
Q. Since 2019, has your morale level at work?

Base: All participants (n=1,132)

“It’s decreased. I work more but get paid less. I deal with heaps of stress.”

“Hard to see an increase in morale when the remuneration is so poor”

Pay and workload are the main contributing factors for decreasing morale



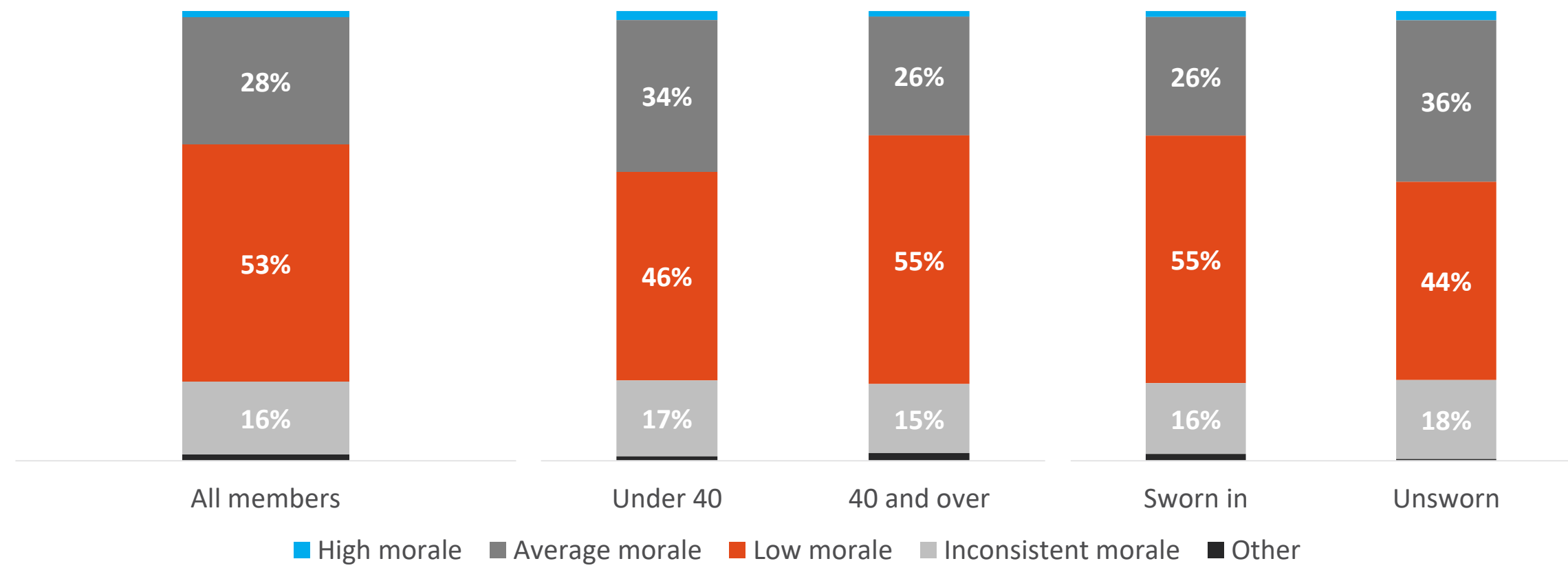
Unsworn members are more likely than sworn in officers to list work environment as a reason for decreasing morale (65% to 54%)

“Authoritarian and toxic dinosaur style leadership. Sworn vs unsworn culture. Male vs female treatment”

“Everyone is burnt out because we are not being resourced or remunerated adequately”

Q. What have been the contributing factor/s for your level of morale decreasing at work? Please select all that apply.
Base: All participants who indicated that their morale has decreased since 2019 (n=805)

53% rate the morale of the AFP as low. Those aged 40 and over and sworn in officers are more likely to say AFP morale is low



Q. How do you rate the morale of the AFP as an organisation?
Base: All participants (n=1,132, Under 40 n=403, 40 and over n=644, Sworn in n=834, Unsworn n=245)

Half of members do not feel valued by the AFP. 42% say they only sometimes feel valued

Q. Do you feel valued by the AFP?

Base: All participants (n=1,132)

■ Yes ■ Sometimes ■ No



Q. Do you feel valued by the AFP?

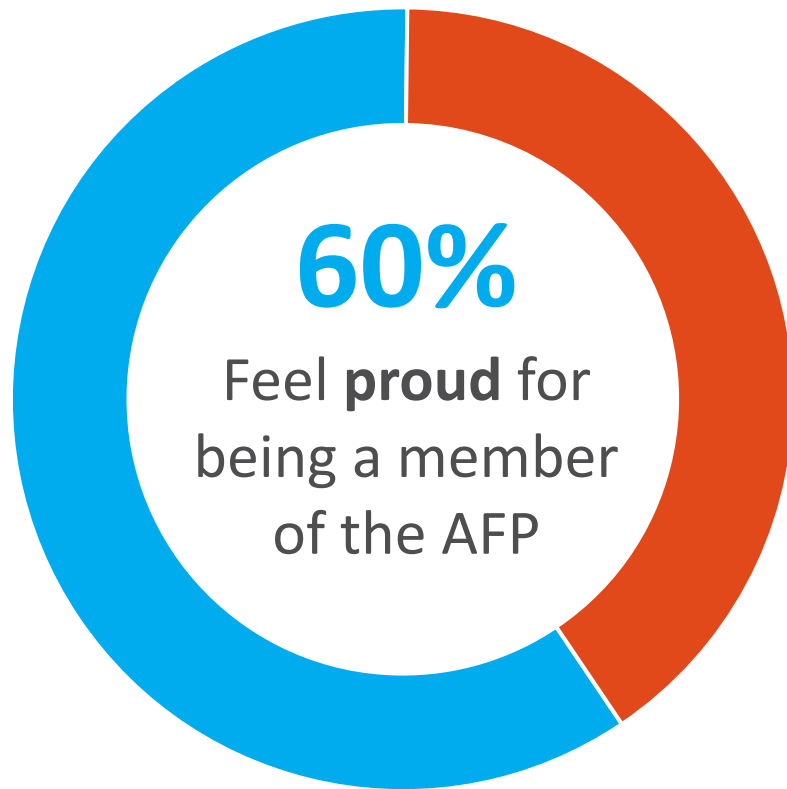
Base: All participants (n=1,132)

“We are not valued nor remunerated for our work”

“One of the causes of low morale within some teams is that they don’t appear to be valued as much as other teams”

Most respondents indicated that they feel proud to work for the AFP

■ TOTAL: Proud ■ TOTAL: Not proud



Q. To what extent do you feel proud for being a member of the AFP?
Base: All participants (n=1,132)

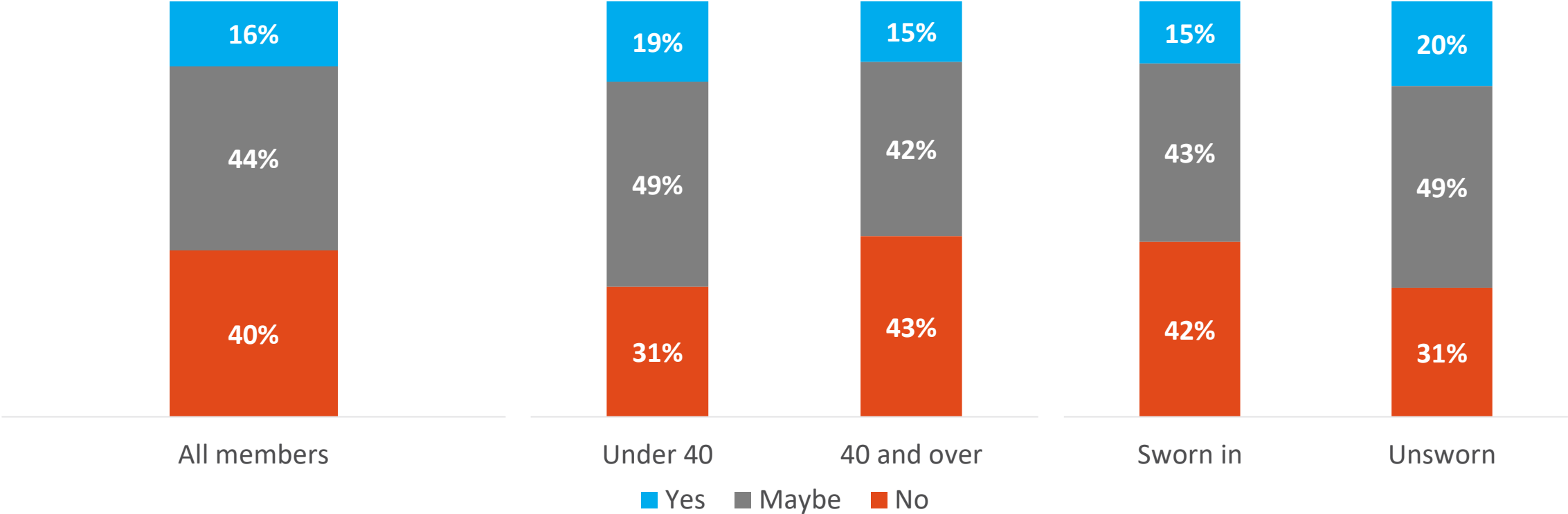
Pride is highest among those aged under 40 and unsworn members (both 66%)

40% would not recommend the AFP as an employer. Those aged 40 and over and sworn in officers are least likely to recommend the AFP



Q. Would you recommend a family member or friend to join the AFP?

Base: All participants (n=1,132, Under 40 n=403, 40 and over n=644, Sworn in n=834, Unsworn n=245)



Q. Would you recommend a family member or friend to join the AFP?

Base: All participants (n=1,132, Under 40 n=403, 40 and over n=644, Sworn in n=834, Unsworn n=245)

Half of members who responded believe that they are respected by the public, while less than one-third (29%) think they are respected by the Government



■ TOTAL: Agree ■ Neither agree nor disagree ■ TOTAL: Disagree

Members of the AFP are respected by the public



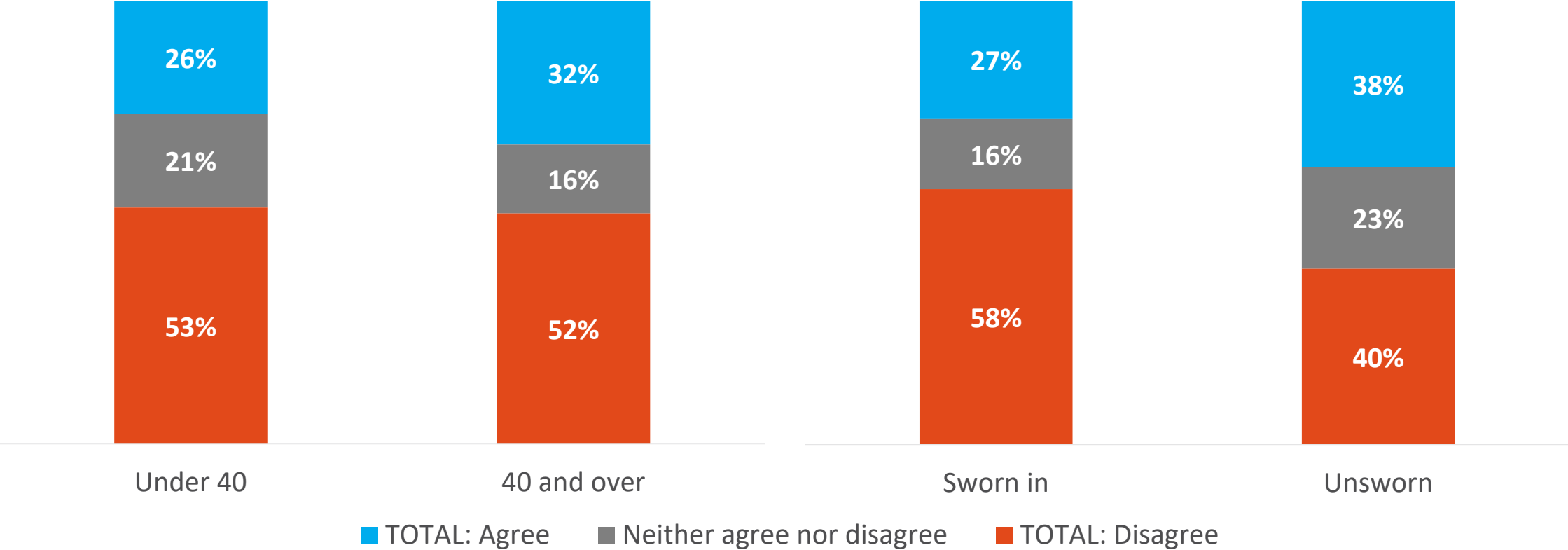
Members of the AFP are respected by the Government



Q. To what extent do you agree or disagree with the following statements?

Base: All participants (n=1,132)

Those aged under 40 and sworn in officers are less likely to say AFP members are respected by the Government



Q. To what extent do you agree or disagree with the following statements? - Members of the AFP are respected by the Government
Base: All participants (Under 40 n=403, 40 and over n=644, Sworn in n=834, Unsworn n=245)



Career Intentions & Overtime

Just 5% are very satisfied with their career. Overall 38% are satisfied with their career at the AFP and the same number are dissatisfied



Q. Currently, how satisfied are you with your AFP career?

Base: All participants (n=1,132)

■ Very satisfied ■ Somewhat satisfied ■ Neither satisfied, nor dissatisfied ■ Somewhat dissatisfied ■ Very dissatisfied

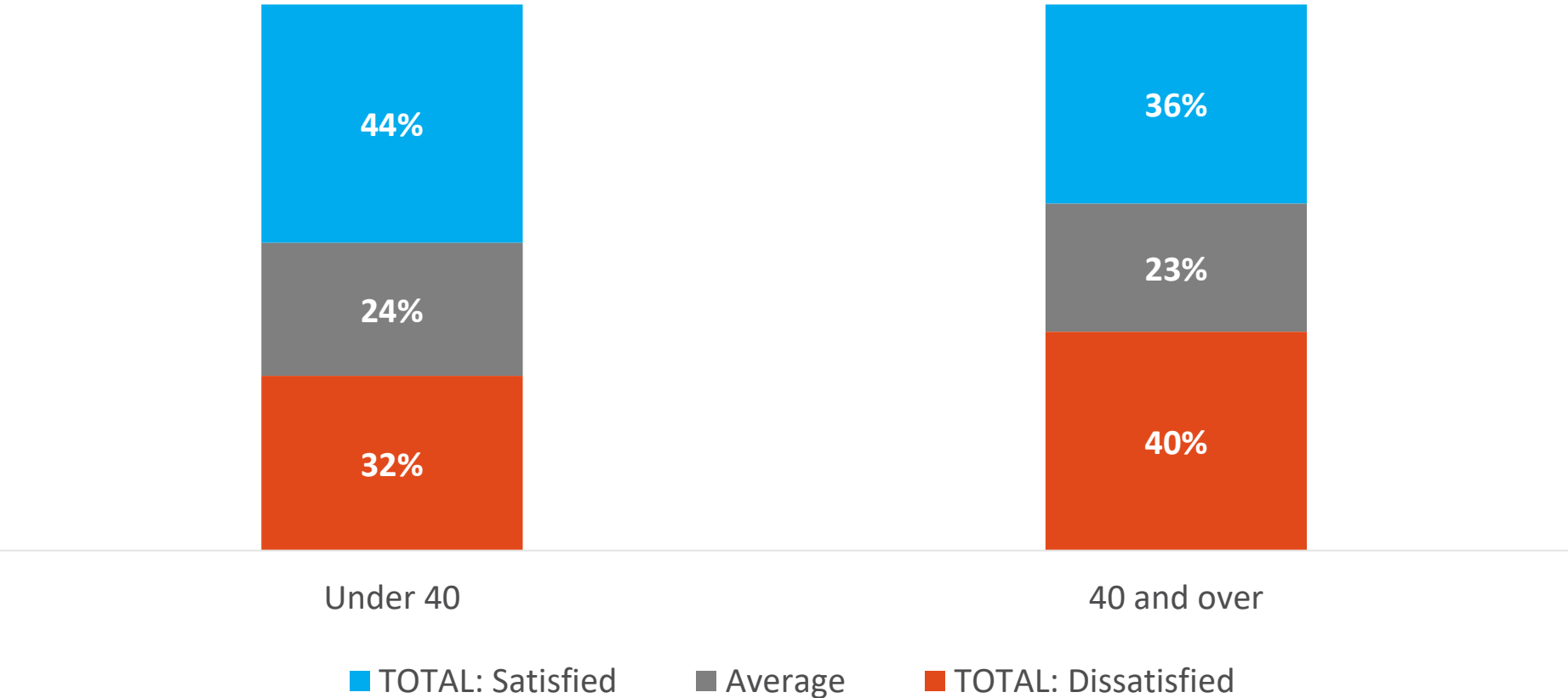
All members (Very + Quite satisfied: 38%)



Q. Currently, how satisfied are you with your AFP career?

Base: All participants (n=1,132)

Members aged under 40 are more likely than those aged 40 and over to be satisfied with their career at the AFP



Q. Currently, how satisfied are you with your AFP career?
Base: All participants (Under 40 n=403, 40 and over n=644)

56% are confident their manager makes decisions in their best interests. Confidence higher among those aged under 40



■ Very confident ■ Quite confident ■ Not that confident ■ Not confident at all

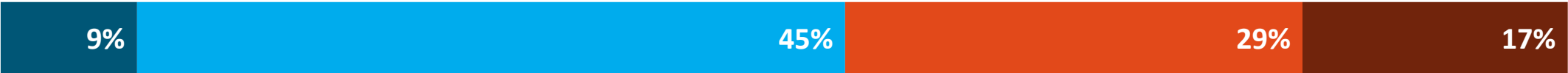
All members (Very + Quite confident: 56%)



Under 40 (Very + Quite confident: 62%)

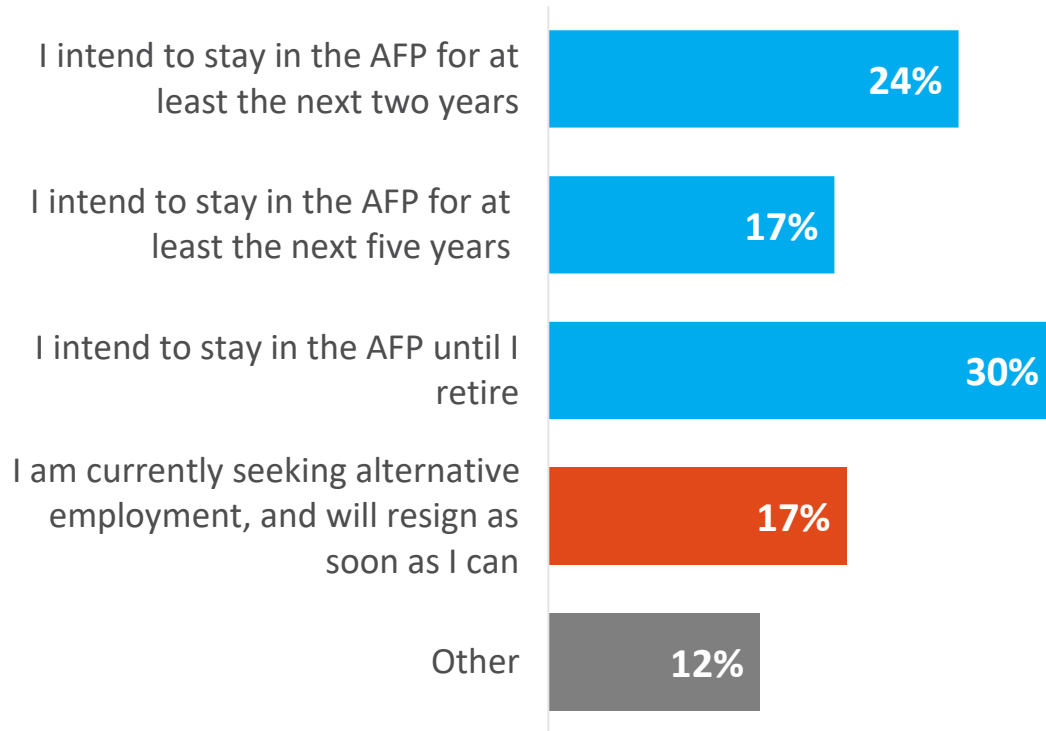


40 and over (Very + Quite confident: 54%)



Q. How confident are you that your immediate supervisor and supervisor-once-removed make decisions in your best interests to support you and your team?
Base: All participants (n=1,132, Under 40 n=403, 40 and over n=644)

70% of members who took part in the research intend to stay with the AFP long term, but 17% are seeking alternative employment



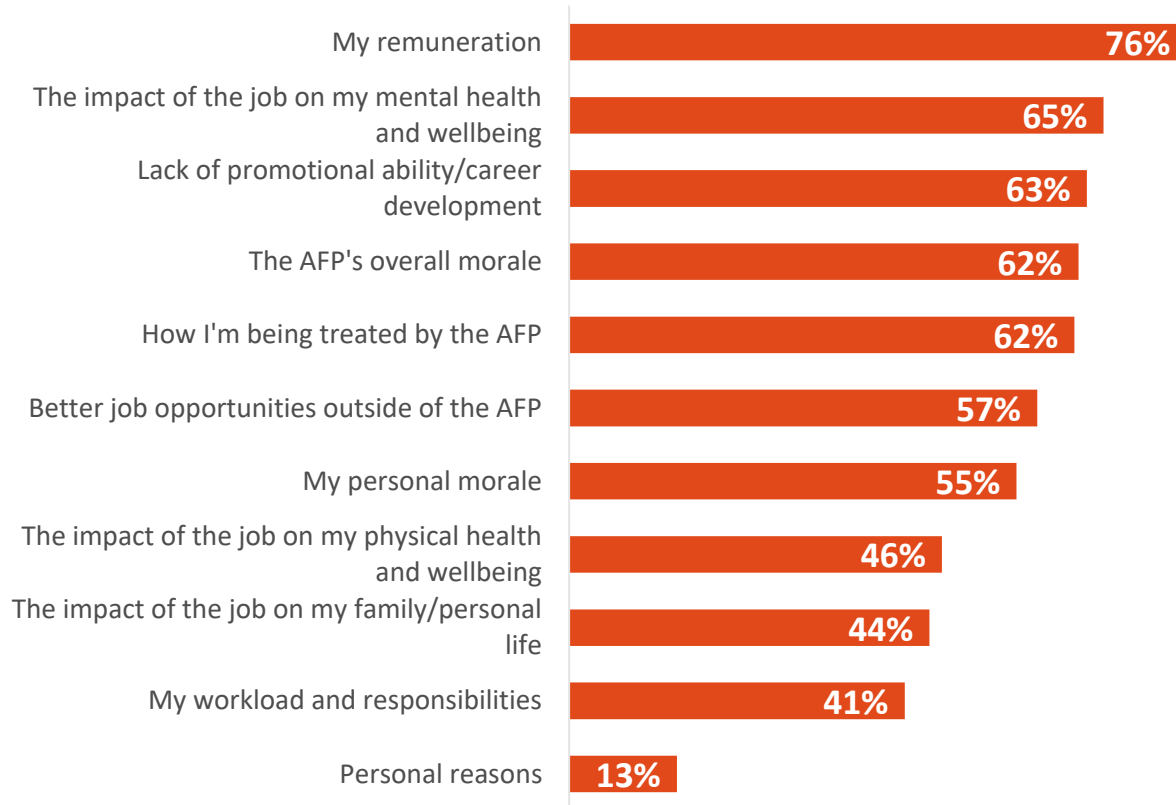
Q. What are your intentions with regard to staying in or leaving the AFP?
Base: All participants (n=1,132)

"I want to stay in the AFP but I struggle to pay the bills and may be forced to leave."

"I intend to stay but would leave for the right opportunity."

"I want to stay until I retire as I love investigations."

Remuneration, mental health and career progression are the main reasons for members intending to leave the AFP



“They leave you with no option but to look elsewhere – poor pay, no mobility, little career prospects. It’s depressing”

“Incredibly bad mental health”

“Lack of career development opportunities”

Q. What are your main reasons for intending to leave the AFP? Please select all that apply.
Base: All participants who indicated that they are currently seeking alternative employment (n=197)

Those aged under 40 and sworn in officers are more likely to leave due to their remuneration

Those aged under 40 are more likely to leave for;

- Remuneration (81% to 71% of those over 40)
- Better job opportunities (64% to 53%)

Those aged 40 and over are more likely to leave for;

- Impact on physical health and wellbeing (51% to 36%)

Sworn in officers are more likely to leave for;

- Remuneration (81% to 54%)
- AFP morale (68% to 44%)
- Better job opportunities (62% to 41%)
- Personal morale (60% to 44%)
- Impact on physical health and wellbeing (51% to 32%)
- Impact on family life (49% to 27%)



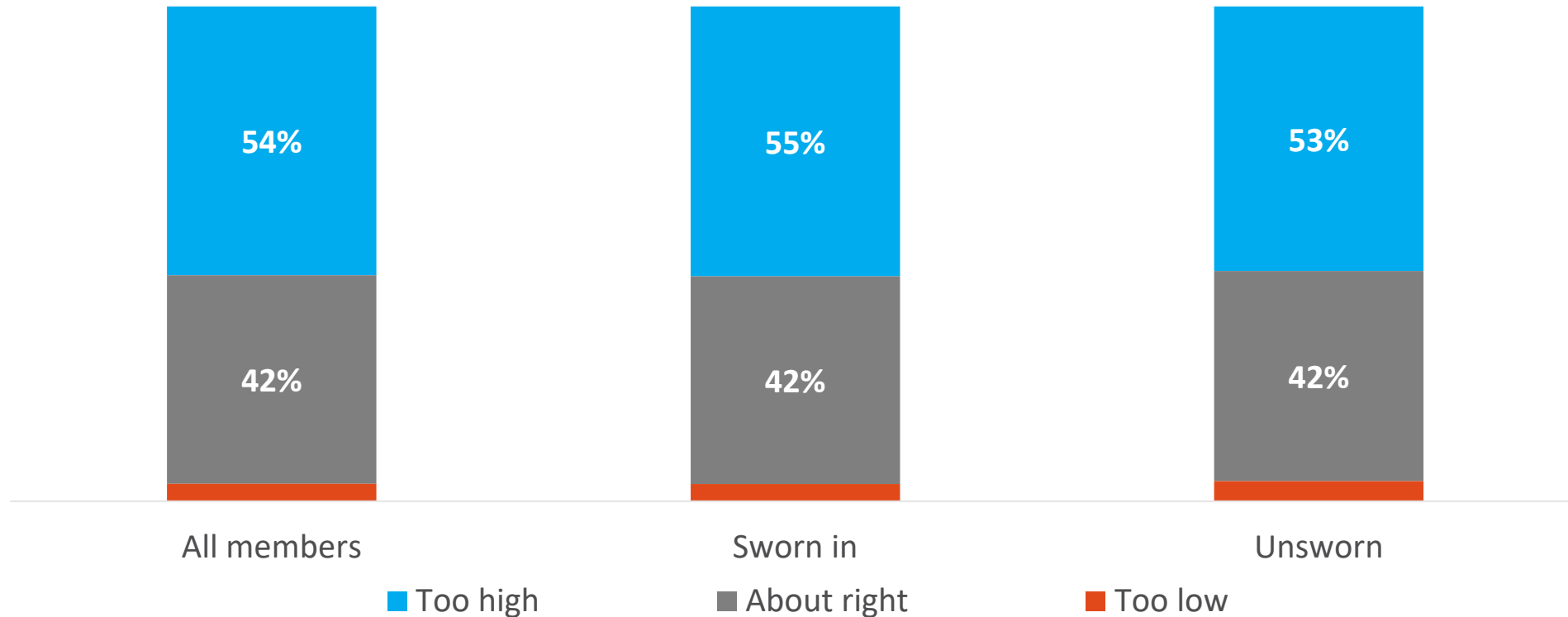
Q. What are your main reasons for intending to leave the AFP? Please select all that apply.
Base: All participants who indicated that they are currently seeking alternative employment
(Under 40 n=67, 40 and over n=111, Sworn in n=146, *Unsworn n=41) *Caution small sample size

Most respondents think their workload is 'too high' or 'about right'



Q. How would you rate your workload over the last 12 months?

Base: All participants (n=1,132, Sworn in n=834, Unsworn n=245)



Q. How would you rate your workload over the last 12 months?

Base: All participants (n=1,132, Sworn in n=834, Unsworn n=245)

42% of respondents say they always or often take their full rest break entitlements



Q. Over the last 12 months, how often have you been able to take your full rest break or recreational leave entitlements?

Base: All participants (n=1,132)

■ Always ■ Often ■ Sometimes ■ Rarely ■ Never

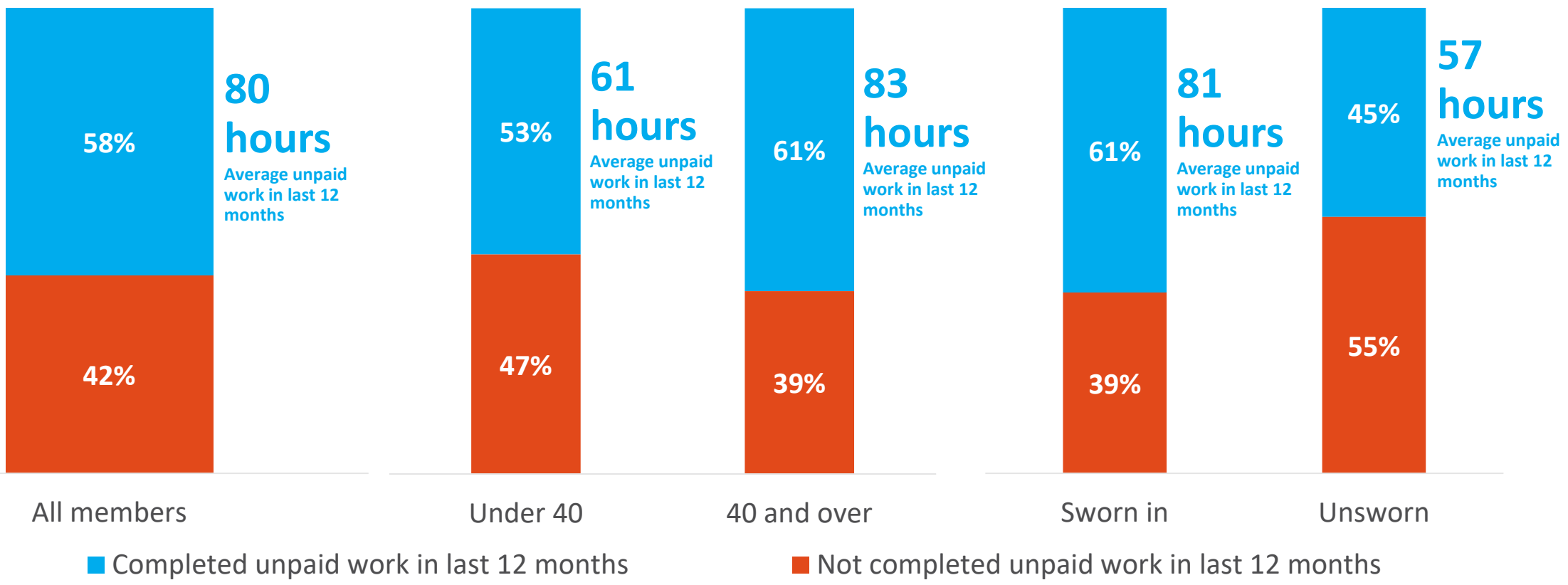
All members (Always + Often: 42%)



Q. Over the last 12 months, how often have you been able to take your full rest break or recreational leave entitlements?

Base: All participants (n=1,132)

Over half have completed unpaid work in last 12 months with on average 80 hours a year being unpaid. Those aged 40 and over and sworn in officers completed more unpaid work

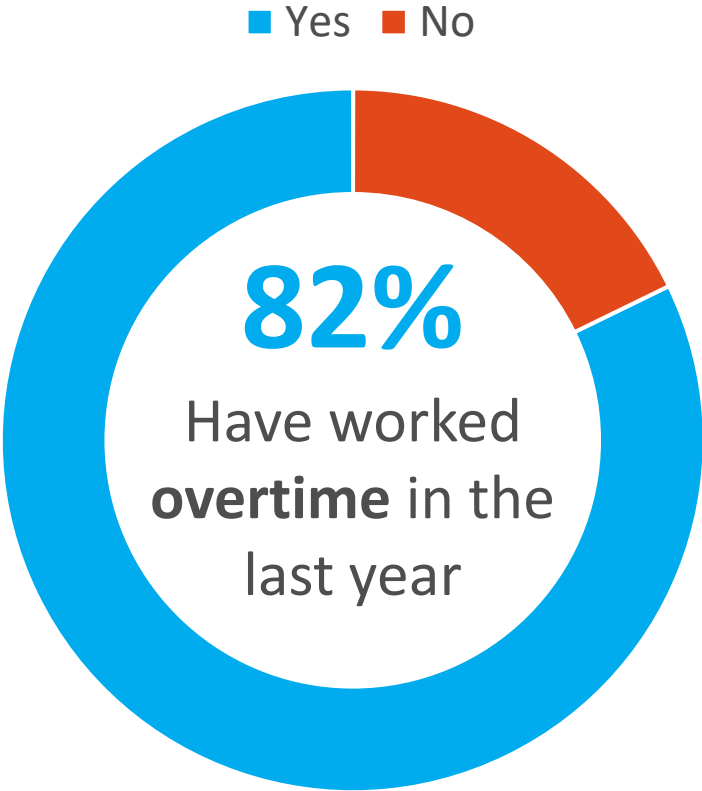


Q. In the last 12 months, have you done unpaid work and not officially recorded the hours (e.g. attending the workplace on a rostered day off to finish paperwork)?
Base: All participants (n=1,132, Under 40 n=403, 40 and over n=644, Sworn in n=834, Unsworn n=245)

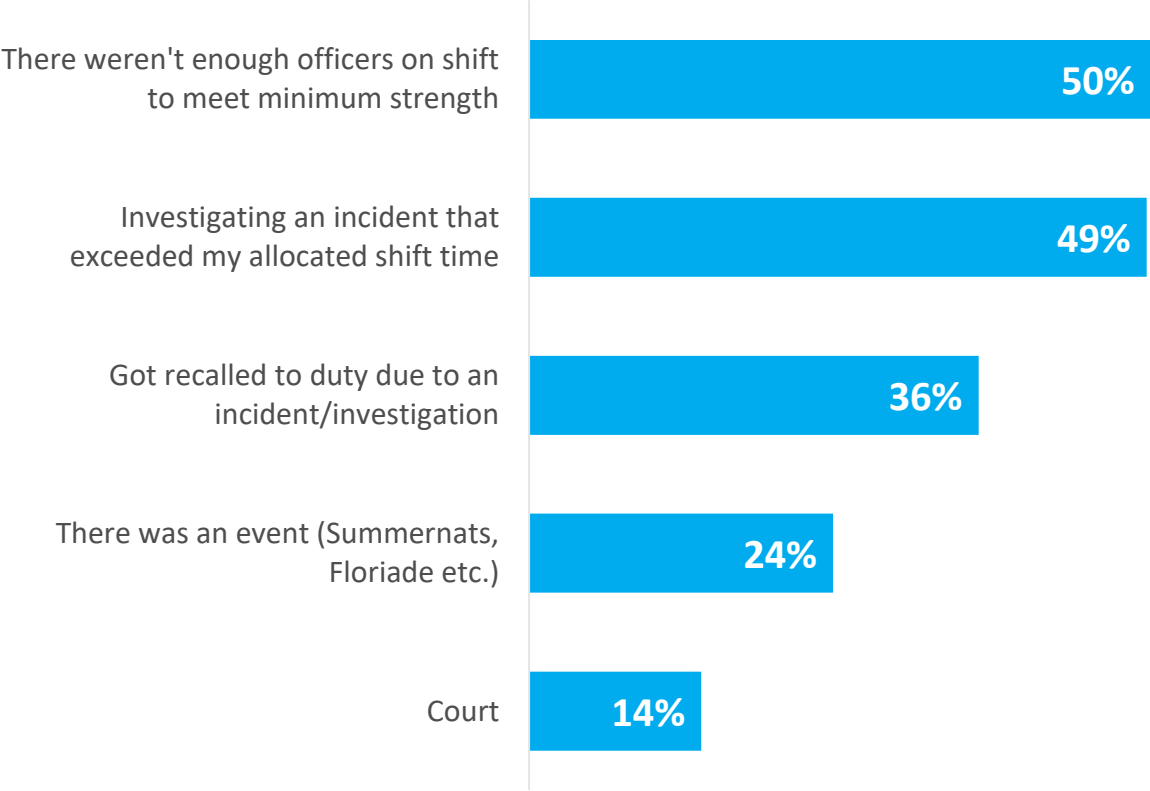
A majority of respondents have worked overtime in the last year with understaffing being the main reason for this



Q. Have you worked overtime in the last 12 months?
Base: All participants (n=1,132)



Q. What caused you to work overtime? Please select all that apply.
Base: All participants who indicated that they worked overtime in the last 12 months (n=931)



Q. Have you worked overtime in the last 12 months? Base: All participants (n=1,132)
Q. What caused you to work overtime? Please select all that apply. Base: All participants who indicated that they worked overtime in the last 12 months (n=931)

There are numerous mentions of understaffing and investigations as causes for working overtime

“Had to work weekends to support visiting investigators”

“Lack of recruitment into team to cover baseline numbers”

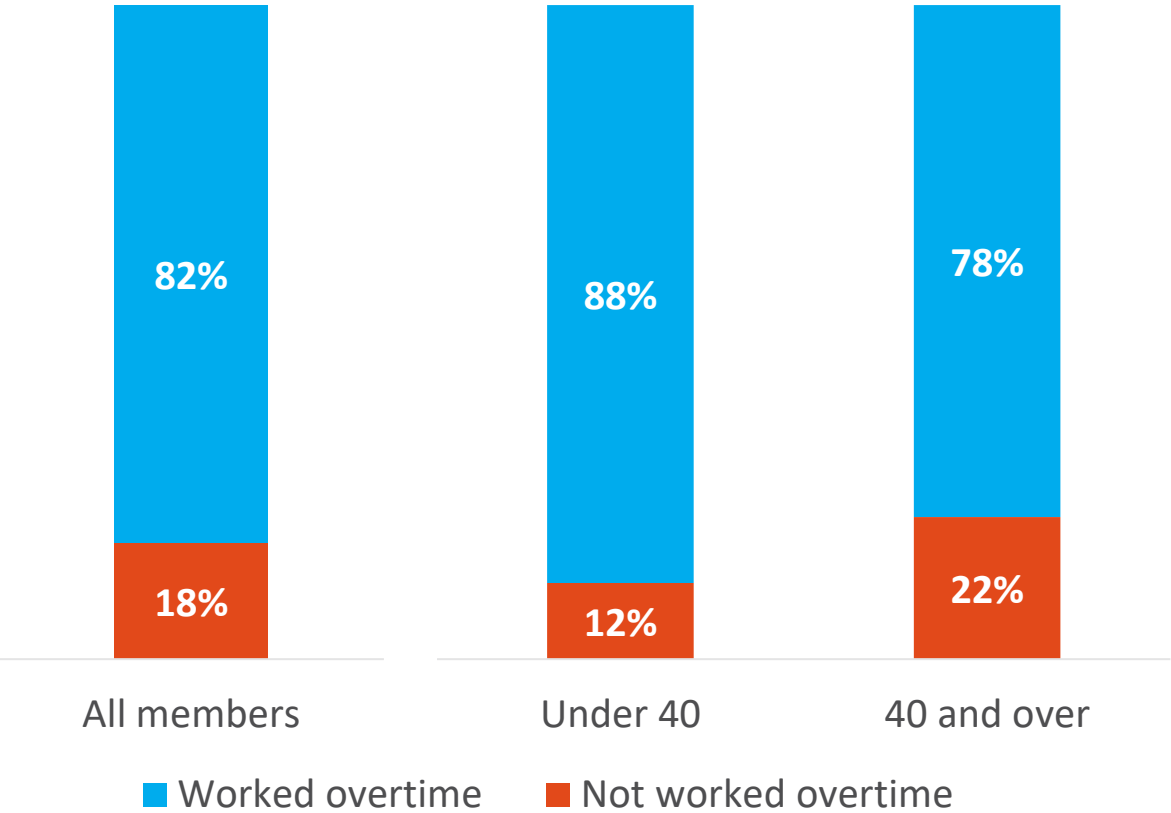
“Staffing not adequate to support operational activity”

“Deployed for investigation”

Q. What caused you to work overtime? Please select all that apply.

Base: All participants who indicated that they worked overtime in the last 12 months (n=931)

Those aged under 40 are more likely than those aged 40 and over to have worked overtime in the last 12 months

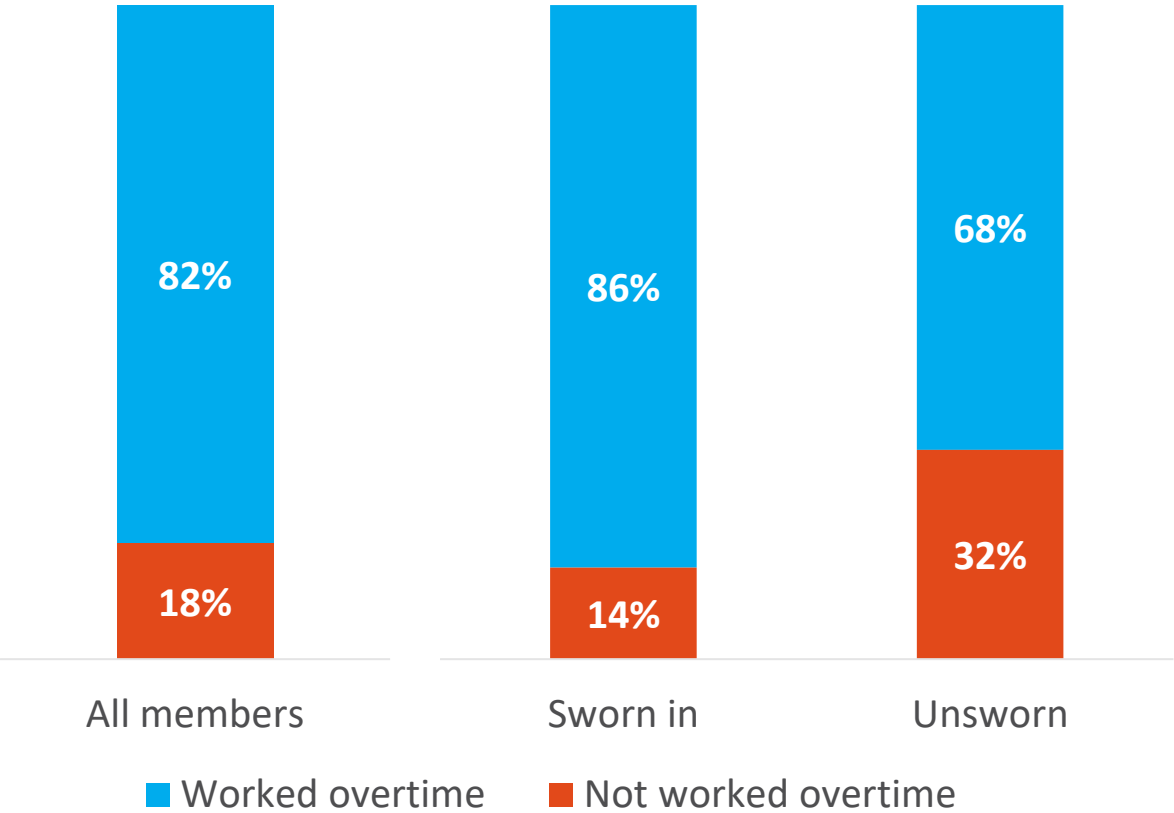


Those under 40 are more likely to work overtime due to:

- Exceeding shift time (61% to 42%)
- Understaffing (54% to 46%)
- Event (31% to 20%)
- Court (24% to 7%)

Q. Have you worked overtime in the last 12 months? Base: All participants (n=1,132, Under 40 n=403, 40 and over n=644)
Q. What caused you to work overtime? Please select all that apply. Base: All participants who indicated that they worked overtime in the last 12 months (n=931, Under 40 n=356, 40 and over n=504)

Sworn in officers are more likely than unsworn members to have completed overtime in the last 12 months

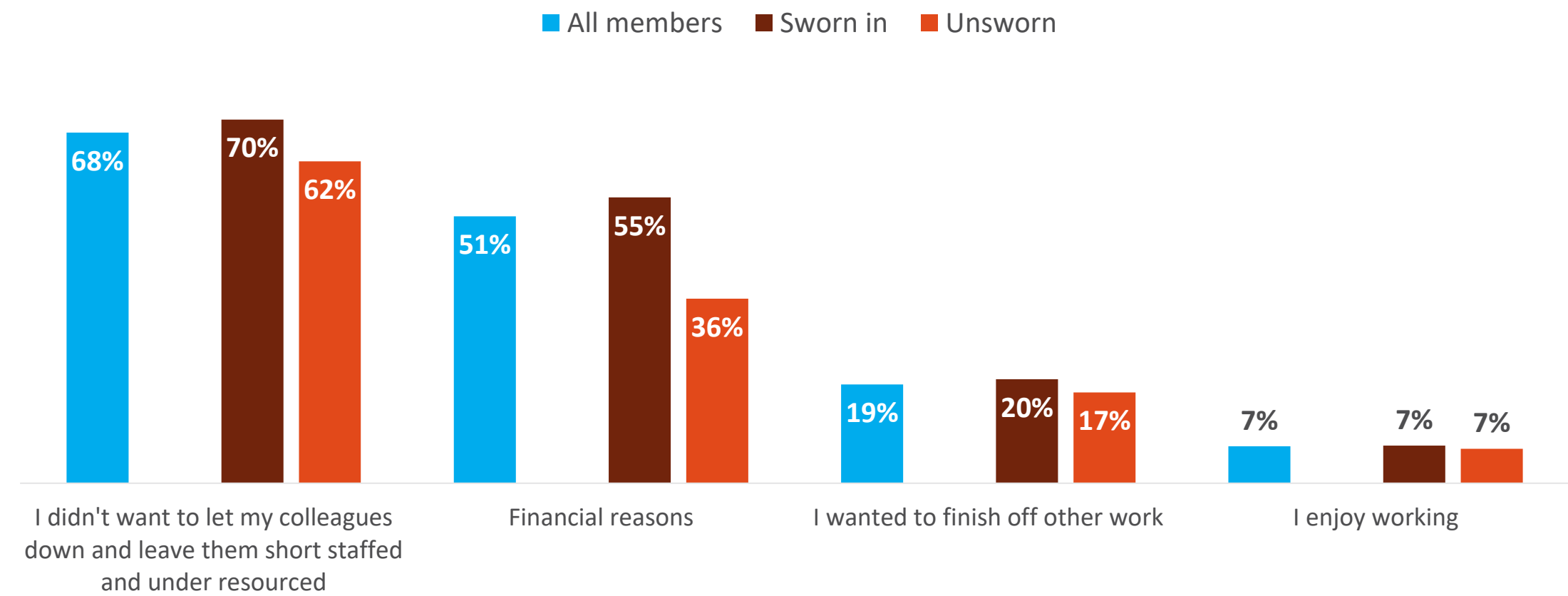


Sworn in officers are more likely to work overtime due to:

- Understaffing (56% to 21%)
- Exceeding shift time (55% to 20%)
- Incident/investigation (39% to 28%)
- Court (15% to 8%)

Q. Have you worked overtime in the last 12 months? Base: All participants (n=1,132, Sworn in n=834, Unsworn n=245)
Q. What caused you to work overtime? Please select all that apply. Base: All participants who indicated that they worked overtime in the last 12 months (n=931, Sworn in n=719, Unsworn n=166)

Not letting colleagues down and financial reasons were the top personal considerations for working overtime – particularly for sworn in officers



Q. Were there any personal reasons why you worked overtime? Please select all that apply.
Base: All participants who indicated that they worked overtime in the last 12 months (n=931, Sworn in n=719, Unsworn n=166)

Several people say they didn't have a choice or working overtime was required to meet deadlines

“The work needed to be done.
Overtime isn't really a choice”

“Required to meet deadlines”

“Had no choice”

“Little choice due to lack of staff”

“I had to get the job done”

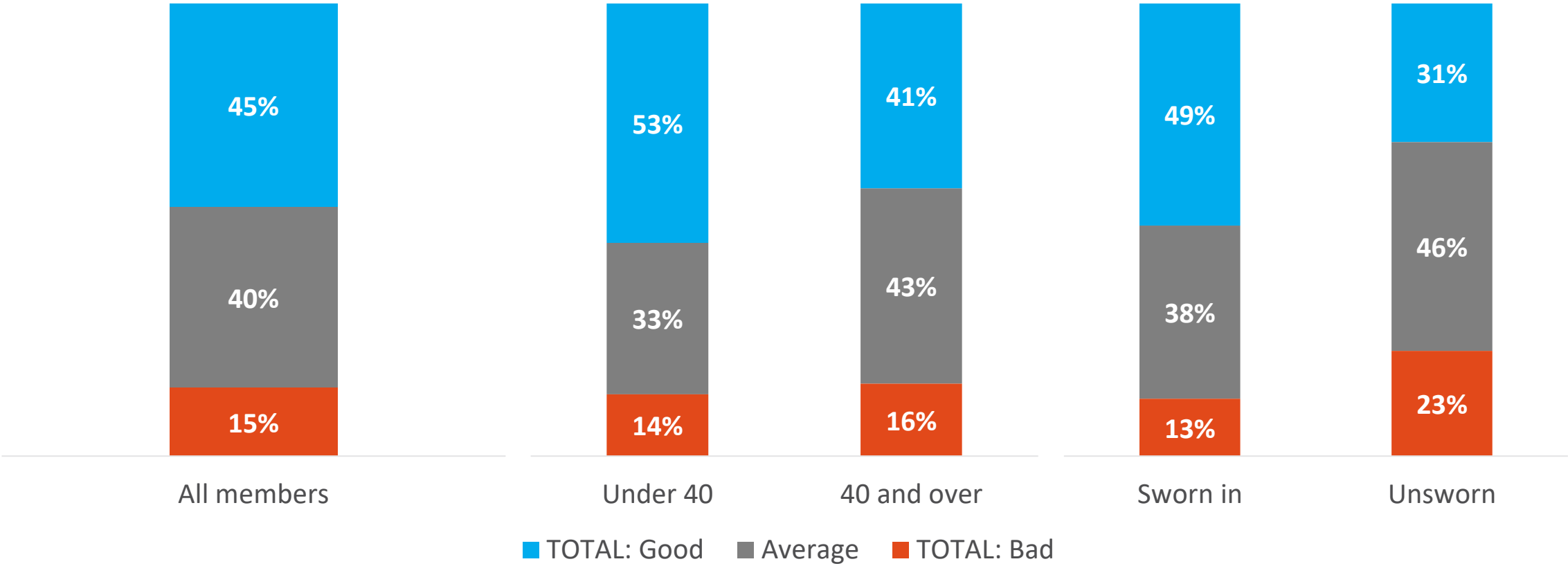
Q. Were there any personal reasons why you worked overtime? Please select all that apply.
Base: All participants who indicated that they worked overtime in the last 12 months (n=931)





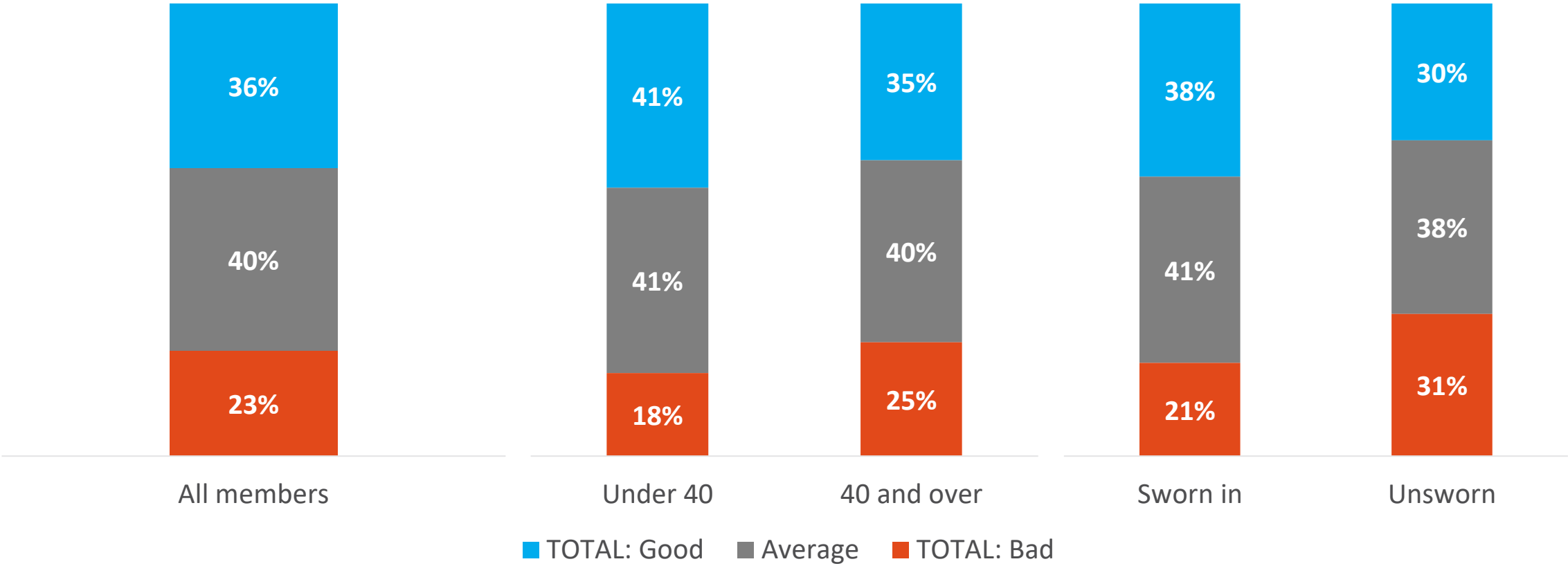
Physical & Mental Health

45% rate their physical health as good. Physical health is rated highest among those aged under 40 and sworn in officers



Q. How would you rate the following aspects of your health? - Physical health
Base: All participants (n=1,132, Under 40 n=403, 40 and over n=644, Sworn in n=834, Unsworn n=245)

36% rate their mental health as good. Mental health is rated highest among those aged under 40 and sworn in officers



Q. How would you rate the following aspects of your health? - Mental health
Base: All participants (n=1,132, Under 40 n=403, 40 and over n=644, Sworn in n=834, Unsworn n=245)

Most members (58%) say they find their job stressful. Stress is higher among members aged 40 and over



Q. How stressful do you find your job?

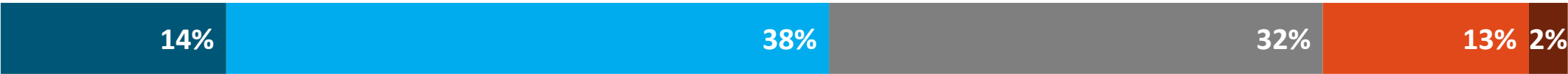
Base: All participants (n=1,132, Under 40 n=403, 40 and over n=644)

■ Very stressful ■ Somewhat stressful ■ Inconsistent levels of stress due to the requirements of the job ■ Not that stressful ■ Not stressful at all

All members (Total: Stressful: 58%)



Under 40 (Total: Stressful: 53%)



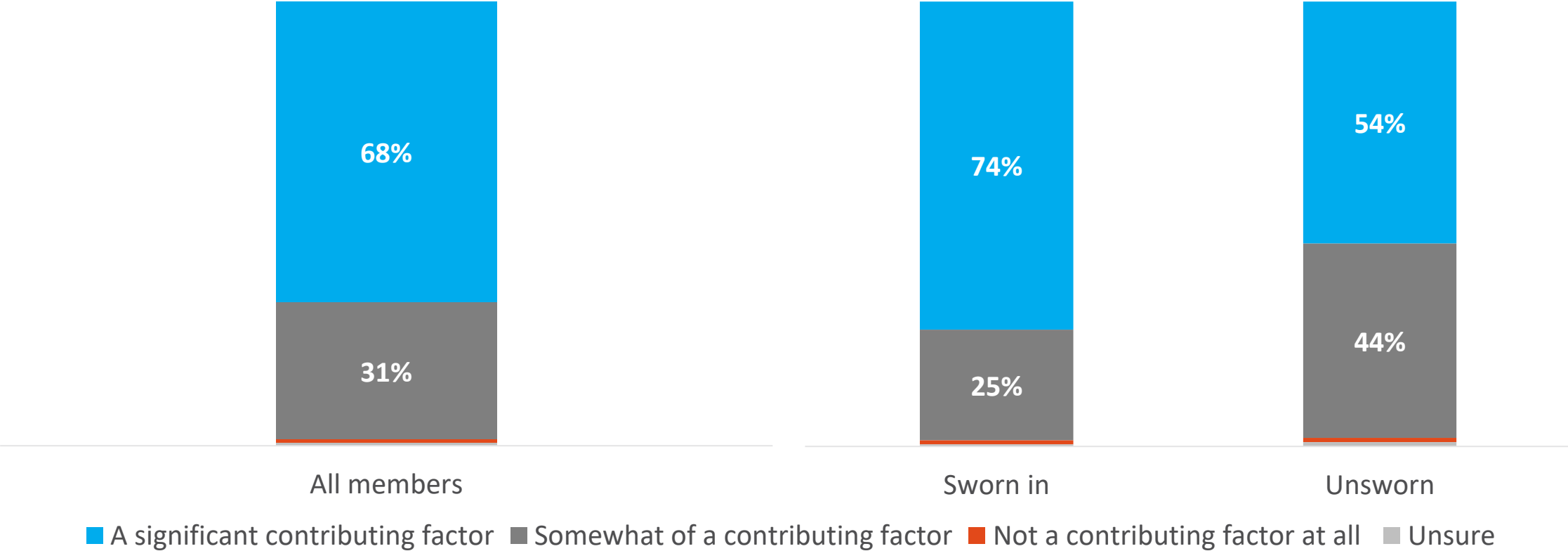
40 and over (Total: Stressful: 62%)



Q. How stressful do you find your job?

Base: All participants (n=1,132, Under 40 n=403, 40 and over n=644)

68% of those with poor physical or mental health say their job has been a significant contributing factor. Sworn in officers are more likely to see their job as a significant contributor

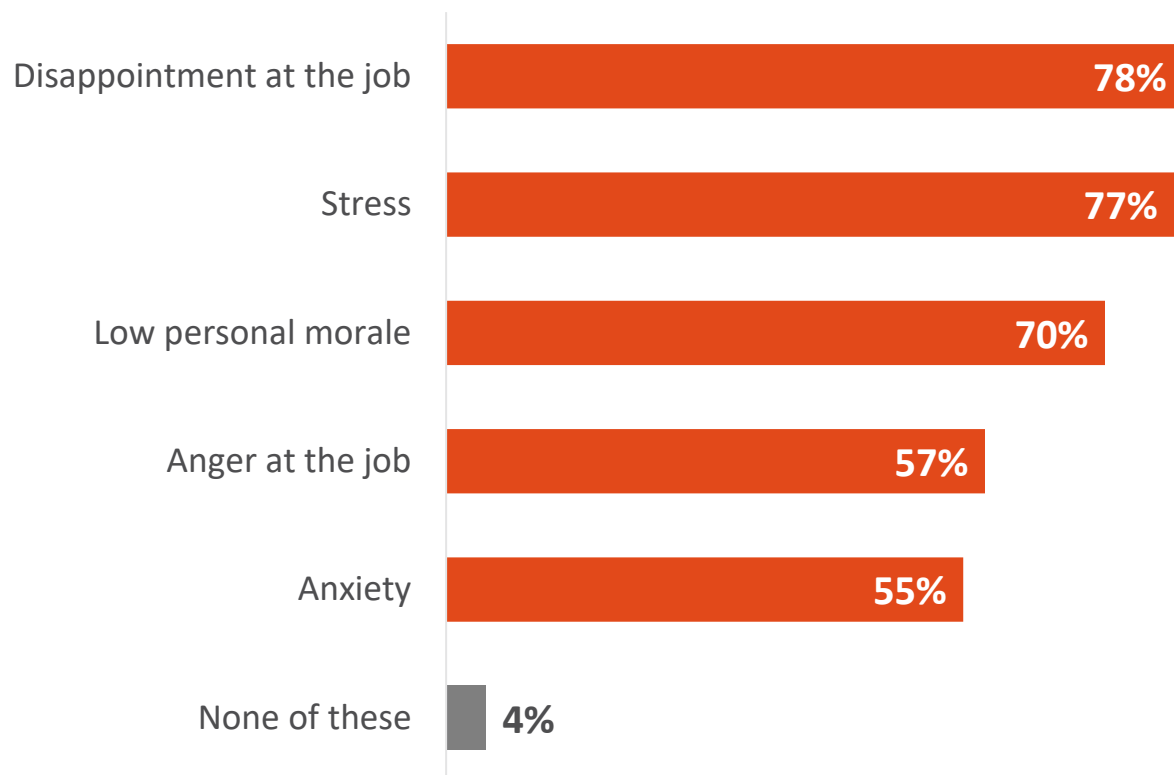


Q. How much of a factor has your job been in contributing to your poor physical and/or mental health?
Base: All participants who rated their physical or mental health as poor (n=335, Sworn in n=217, Unsworn n=103)

In the last 12 months at least 70% of members have experienced disappointment, stress or low personal morale

Q. Over the last 12 months, have you experienced any of the following?

Base: All participants (n=1,132)



Sworn in officers are more likely than unsworn members to have had disappointment (80% to 70%), and anger at the job (59% to 52%).

Whereas unsworn officers are more likely than sworn officers to have had anxiety at the job (63% to 52%).

There are also numerous mentions of depression, PTSD, bullying and other mental health issues.

Q. Over the last 12 months, have you experienced any of the following?

Base: All participants (n=1,132)

Career uncertainty, high workload and poor relationships with colleagues are the main causes of negative feelings at the job



Shift work has higher mentions among those aged under 40 and sworn in officers (26% and 24%).

16% of sworn in officers listed traumatic/distressing incidents as a cause for their negative feelings at the job, which is four times higher than unsworn members (4%).

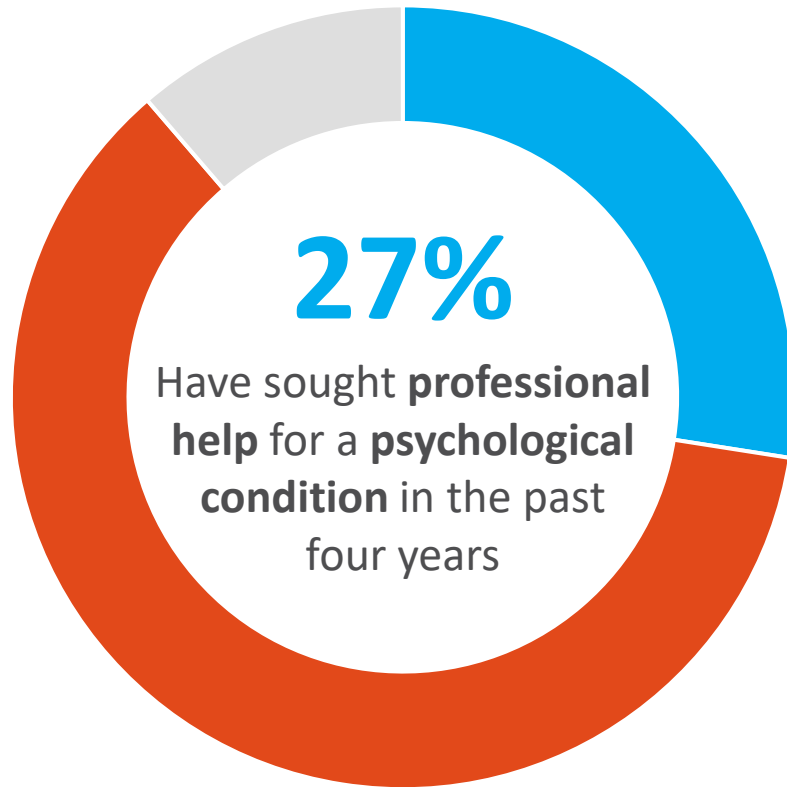
There are also numerous mentions of members not feeling supported by their supervisors and poor decision making by management.

Q. What caused these feelings?

Base: All participants who indicated that they have experienced negative feelings at the job in the last 12 months (n=1,084)

27% have sought professional help for a psychological condition

■ Yes ■ No ■ Prefer not to disclose this information



27%
Have sought **professional help** for a **psychological condition** in the past four years

Unsworn members are more likely to say they have been referred to or sought professional help for a psychological condition than sworn in officers (37% to 25%).

Q. Have you been referred to or sought professional help for a psychological condition in the last four years?

Base: All participants (n=1,132)

13% have been prescribed medication to treat a psychological condition

■ Yes ■ No ■ Prefer not to disclose this information



Have been **prescribed medication** to treat a **psychological condition** in the past four years

Members aged 40 and over are more likely to have been prescribed medication to treat a psychological condition than members aged under 40 (17% to 9%).

Similarly, unsworn members are more likely to have been prescribed medication to treat a psychological condition than sworn in officers (26% to 10%).

Q. In the last four years, have you been prescribed medication to treat a psychological condition (e.g. anxiety medication, anti-depressants, etc.)?

Base: All participants (n=1,132)



Appendix: Questionnaire Content

ASK ALL

Q1. How do you rate your base pay?

SINGLE RESPONSE

1. Very poor
2. Poor
3. Average
4. Good
5. Very good

Q2. How do you rate your allowances (e.g. on-call allowance, nightshift allowance)?

SINGLE RESPONSE

1. Very poor
2. Poor
3. Average
4. Good
5. Very good
6. I don't get allowances

Q3. How do you rate your overall remuneration (pay and allowances)?

SINGLE RESPONSE

1. Very poor
2. Poor
3. Average
4. Good
5. Very good

Q4. Over the last year, has your cost of living...?

SINGLE RESPONSE. RANDOMISE 1 & 3

1. Increased
2. Stayed about the same
3. Decreased

Q5. How often do you find yourself worrying about money?

SINGLE RESPONSE

1. Always
2. Often
3. Sometimes
4. Rarely
5. Never

Q6. How often are you able to cover your essential monthly expenses?

SINGLE RESPONSE

1. Always
2. Often
3. Sometimes
4. Rarely
5. Never

Q7. Do you feel financially 'worse off' compared to three years ago?

SINGLE RESPONSE. RANDOMISE 1 & 3

1. Yes, I feel worse off
2. About the same
3. No, I feel better off

ASK IF Q4=1

Q8. Over the last year, for what reason/s has your cost of living increased?

Please select all that apply.

MULTIPLE RESPONSE. RANDOMISE 1-7. OPTION 9 EXCLUSIVE

1. My utility bills have increased
2. My rent or mortgage costs have increased
3. The price of food has increased
4. The price of fuel has increased
5. The price of public transport has increased
6. My parking expenses to attend work have increased
7. My remunerations haven't increased at the same rate as my essential expenses
8. Other (please specify)
9. None of these

ASK IF Q4=1

Q9. Which of the following are you doing because your cost of living has increased?

Please select all that apply.

MULTIPLE RESPONSE. RANDOMISE 1-8. OPTION 10 EXCLUSIVE

1. Spending less on non-essentials
2. Using less gas or electricity at home
3. Shopping around for the lowest prices more
4. Cutting back on non-essential journeys in my car
5. Spending less on food shopping and essentials
6. Using my savings
7. Using credit more than usual (credit cards, loans or overdrafts)
8. Turning off or reducing insurances and/or health cover
9. Other (please specify)
10. None of these



ASK ALL

Q10. Would you support a 'critical skills payment'?

A 'critical skills payment' is a discretionary payment to support recruitment and retention of staff into specific roles or against particular skills.

SINGLE RESPONSE

1. Yes
2. No

Q11. Since 2019, has your morale level at work?

SINGLE RESPONSE. RANDOMISE 1 & 3

1. Increased
2. Stayed the same
3. Decreased
4. Other (please specify)

ASK IF Q11=3

Q12. What have been the contributing factor/s for your level of morale decreasing at work?

Please select all that apply.

MULTIPLE RESPONSE. RANDOMISE 1-7. OPTION 9 EXCLUSIVE

1. Remuneration
2. Workload and/or under resourcing
3. Lack of promotional ability/career advancement
4. Lack of flexibility/work life balance
5. Work environment
6. Demanding job expectations
7. Dissatisfaction with the job
8. Other (please specify)
9. None of these

ASK ALL

Q13. How do you rate the morale of the AFP as an organisation?

SINGLE RESPONSE

1. Low morale
2. Average morale
3. High morale
4. Inconsistent morale
5. Other (please specify)



Q14. Do you feel valued by the AFP?

SINGLE RESPONSE

1. Yes
2. No
3. Sometimes

Q15. Would you recommend a family member or friend to join the AFP?

SINGLE RESPONSE. RANDOMISE 1 & 3

1. Yes
2. Maybe
3. No

Q16. To what extent do you feel proud for being a member of the AFP?

SINGLE RESPONSE

1. Not proud at all
2. Not that proud
3. Quite proud
4. Very proud

Q17. To what extent do you agree or disagree with the following statements?

- a. Strongly disagree
- b. Disagree
- c. Somewhat disagree
- d. Neither agree nor disagree
- e. Somewhat agree
- f. Agree
- g. Strongly agree

SINGLE RESPONSE PER STATEMENT. RANDOMISE STATEMENTS

1. Members of the AFP are respected by the Government
2. Members of the AFP are respected by the public

Q18. What are your intentions with regard to staying in or leaving the AFP?

SINGLE RESPONSE

1. I intend to stay in the AFP for at least the next two years
2. I intend to stay in the AFP for at least the next five years
3. I intend to stay in the AFP until I retire
4. I am currently seeking alternative employment, and will resign as soon as I can
5. Other (please specify)

ASK IF Q18=4

Q19. What are your main reasons for intending to leave the AFP?

Please select all that apply.

MULTIPLE RESPONSE. RANDOMISE 1-11. OPTION 13 EXCLUSIVE

1. My personal morale
2. The AFP's overall morale
3. My remuneration
4. The impact of the job on my mental health and wellbeing
5. Lack of promotional ability/career development
6. The impact of the job on my family/personal life
7. Better job opportunities outside of the AFP
8. The impact of the job on my physical health and wellbeing
9. My workload and responsibilities
10. How I'm being treated by the AFP
11. Personal reasons
12. Other (please specify)
13. None of these

ASK ALL

Q20. How would you rate your workload over the last 12 months?

SINGLE RESPONSE. RANDOMISE 1 & 3

1. Too high
2. About right
3. Too low

Q21. Over the last 12 months, how often have you been able to take your full rest break or recreational leave entitlements?

SINGLE RESPONSE

1. Always
2. Often
3. Sometimes
4. Rarely
5. Never

Q22. In the last 12 months, have you done unpaid work and not officially recorded the hours (e.g. attending the workplace on a rostered day off to finish paperwork)?

SINGLE RESPONSE. RANDOMISE

1. Yes, (please enter the amount of hours if you remember)
2. No



Q23. Have you worked overtime in the last 12 months?

SINGLE RESPONSE. RANDOMISE

1. Yes
2. No

ASK IF Q23=1

Q24. What caused you to work overtime?

Please select all that apply.

MULTIPLE RESPONSE. RANDOMISE 1-5. OPTION 7 EXCLUSIVE

1. There weren't enough officers on shift to meet minimum strength
2. There was an event (Summernats, Floriade etc.)
3. Got recalled to duty due to an incident/investigation
4. Court
5. Investigating an incident that exceeded my allocated shift time
6. Other (please specify)
7. None of these

ASK IF Q23=1

Q25. Were there any personal reasons why you worked overtime?

Please select all that apply.

MULTIPLE RESPONSE. RANDOMISE 1-4. OPTION 6 EXCLUSIVE

1. I enjoy working
2. I wanted to finish off other work
3. Financial reasons
4. I didn't want to let my colleagues down and leave them short staffed and under resourced
5. Other (please specify)
6. None of these

ASK ALL

Q26. How confident are you that your immediate supervisor and supervisor-once-removed make decisions in your best interests to support you and your team?

SINGLE RESPONSE

1. Not confident at all
2. Not that confident
3. Quite confident
4. Very confident



Q27. To what extent do you agree or disagree with the following statements?

- a. Very poor
- b. Poor
- c. Average
- d. Good
- e. Very good

SINGLE RESPONSE PER STATEMENT. RANDOMISE STATEMENTS

- 1. Physical health
- 2. Mental health

Q28. How stressful do you find your job?

SINGLE RESPONSE

- 1. Not stressful at all
- 2. Not that stressful
- 3. Somewhat stressful
- 4. Very stressful
- 5. Inconsistent levels of stress due to the requirements of the job

ASK IF Q27_1=1 or 2 OR IF Q27_2=1 or 2

Q29. How much of a factor has your job been in contributing to your poor physical and/or mental health?

SINGLE RESPONSE. RANDOMISE 1 & 3

- 1. A significant contributing factor
- 2. Somewhat of a contributing factor
- 3. Not a contributing factor at all
- 4. Unsure

ASK ALL

Q30. Over the last 12 months, have you experienced any of the following?

MULTIPLE RESPONSE. RANDOMISE 1-5. OPTION 7 EXCLUSIVE

- 1. Stress
- 2. Low personal morale
- 3. Anxiety
- 4. Anger at the job
- 5. Disappointment at the job
- 6. Other (please specify)
- 7. None of these



ASK IF Q30≠7

Q31. What caused these feelings?

MULTIPLE RESPONSE. RANDOMISE 1-9. OPTION 11 EXCLUSIVE

1. Workload too high
2. I have a poor work life balance
3. Shift work
4. I couldn't take leave when I wanted/needed
5. Uncertainty regarding my role or career
6. Attending traumatic and/or distressing incidents
7. Poor relationships with colleagues, including supervisors
8. I was/am being bullied/harassed
9. I was/am being discriminated against
10. Other (please specify)
11. None of these

ASK ALL

Q32. Have you been referred to or sought professional help for a psychological condition in the last four years?

SINGLE RESPONSE

1. Yes
2. No
3. Prefer not to disclose this information

Q33. In the last four years, have you been prescribed medication to treat a psychological condition (e.g. anxiety medication, anti-depressants, etc.)?

SINGLE RESPONSE

1. Yes
2. No
3. Prefer not to disclose this information

Q34. Currently, how satisfied are you with your AFP career?

SINGLE RESPONSE

1. Very dissatisfied
2. Somewhat dissatisfied
3. Neither satisfied, nor dissatisfied
4. Somewhat satisfied
5. Very satisfied



Q35. Have you received any feedback regarding the 2022 AFP Staff Survey?

SINGLE RESPONSE

1. Yes
2. No

Q36. Have you participated in any events or workshops tackling the issues identified in the 2022 AFP Staff Survey?

SINGLE RESPONSE

1. Yes
2. No
3. I've offered to participate but still waiting for information

Q37. Is there anything else you would like to comment on?

SINGLE RESPONSE. RANDOMISE

1. Yes (please specify)
2. No

D1. What is your gender?

SINGLE RESPONSE

1. Male
2. Female
3. Prefer to identify as
4. Prefer not to say

D2. What is your age?

SINGLE RESPONSE

1. Under 40
2. 40 and over
3. Prefer not to say


D3. Are you a sworn in or unsworn member of the AFP?

SINGLE RESPONSE

1. Sworn in
2. Unsworn
3. Prefer not to say

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