



AFPA

Australian Federal
Police Association

Enterprise Agreement 2024

Member Survey Results





Key Findings

The AFPA Enterprise Agreement 2024 Member Survey gathered data from Australian Federal Police (AFP) members about their employment with the AFP, as well as their opinions on the Australian Public Service Commission's (APSC) proposed pay rise.

THE SURVEY REVEALED THE FOLLOWING KEY FINDINGS:

1. Membership and Demographics

- The survey received 1,799 responses, primarily from Sworn officers (71.76%), followed by unsworn (19.18%) and sworn protective service officers (9.06%).
- Work locations were mainly distributed across different states and territories, with the highest representation by ACT Policing (31.27%) and AFP National - Canberra (24.37%)

2. Length of Service

- The average length of service reported by respondents was 13 years, with a total of 23,915 years of service represented.

3. Pay Rise Acceptance

- When asked about their willingness to accept a pay rise of 11.2% over three years, 90.25% of respondents indicated they were not in favour, while only 9.75% supported the proposed pay rise.

4. Fair Pay Expectations

- The average expectation for a fair pay rise over the next three years, as per the new Enterprise Agreement, was reported as 17%.

5. Work Conditions and Consideration to Leave

- Concerns about workload and safety were evident, with 67% of respondents stating that there were not enough colleagues on shift to ensure their safety and meet community expectations.
- A significant 78.85% of respondents had considered leaving the AFP in the last 12 months, citing various reasons including seeking employment in other law enforcement agencies, government departments, or retirement.

6. Industrial Action Support

- A majority (75.76%) of respondents expressed support for industrial action in pursuit of a better pay claim, while 19.73% were undecided about their support.

7. Impact of Pay Offer

- A majority (62.58%) of respondents understood that accepting the Federal Government's offer of 11.2% over three years would preclude them from obtaining additional allowances such as a Use of Force allowance.

8. Future Intentions

- If the APSC's pay offer were to remain at 11.2%, 45.38% of survey respondents said they would plan to leave the organisation as soon as possible, while 32.74% would plan to remain for 12 months. A further 21.88% said that they would continue working for the AFP until the next Enterprise Agreement.

Overall, the survey highlighted significant concerns among AFP appointees regarding pay, workload, safety, as well as a strong willingness to take industrial action. These findings provide valuable insights into the sentiments and intentions of AFP appointees, which could have implications for the organisation's workforce and national security.

What is your Rank or Band?

Recruit **0.39%**

Constable, Protective
Service Officer or Band 2-5

71.65%

Sergeant or Band 6-7

21.36%

Inspector or Band 8

4.62%

Superintendent
or Band 9

1.8%

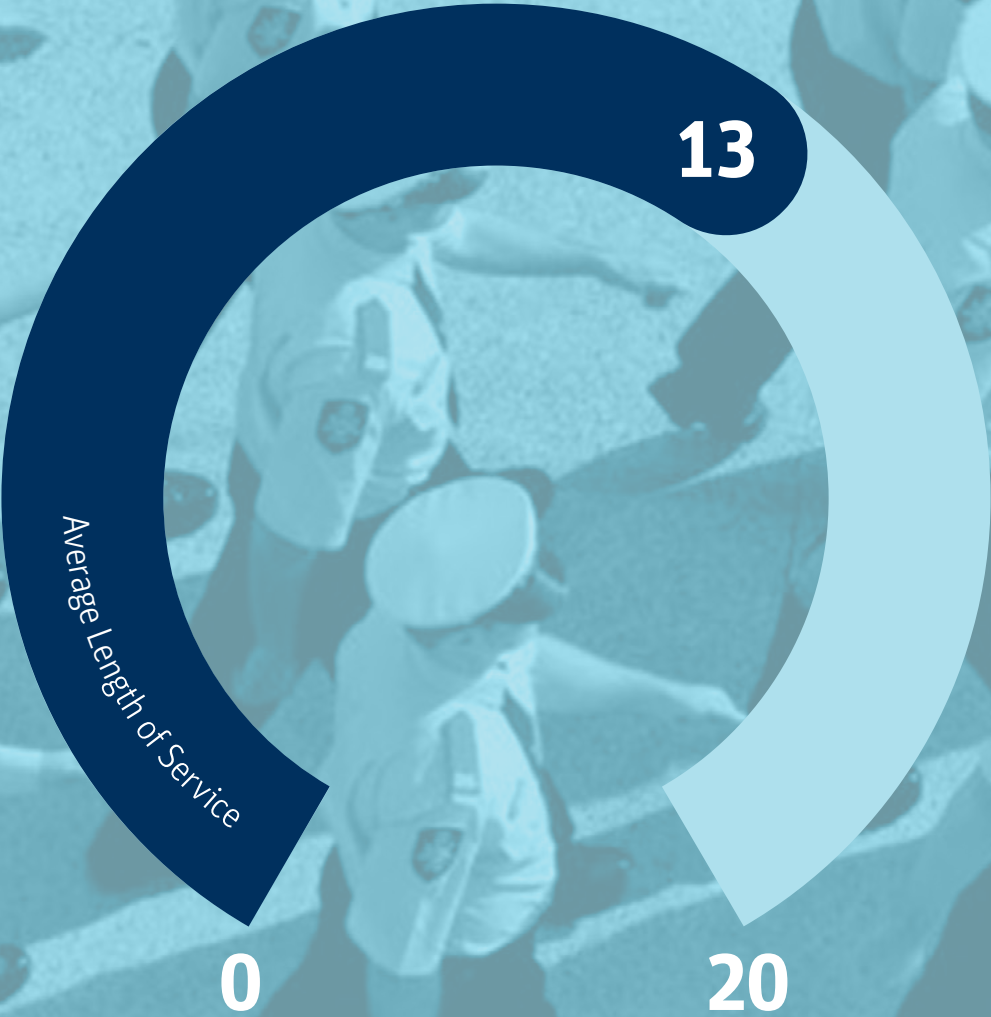
SES

0.17%

The image shows a horizontal bar chart that represents the distribution of personnel who participated in the survey across various ranks within the AFP. The chart categorises the workforce into six different ranks, with the percentages indicating the proportion of the total workforce in each rank.

In summary, the chart reveals a typical hierarchical distribution within a law enforcement agency, with a large base of “Constable, Protective Service Officer or Band 2-5” personnel and progressively fewer members as the ranks increase, culminating in a very small number of senior executives. This distribution is characteristic of many organisations where lower ranks make up the bulk of the workforce, and there are fewer positions at higher levels.

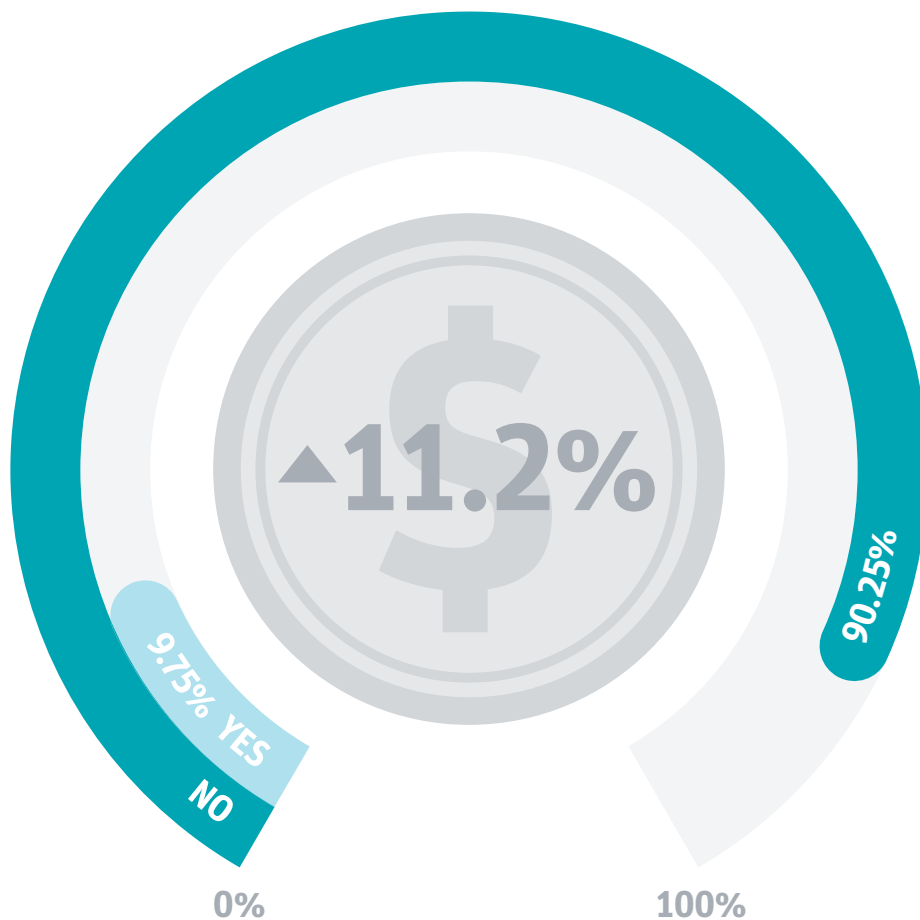
Length of Service



The average length of service reported by respondents was 13 years, with a total of 23,915 years of service represented.

This demonstrates responders are experienced officers with a lengthy service history. The risk to the organisation is the loss of corporate knowledge and investigation expertise if as many respondents decide to leave as has been indicated.

**Would you accept a pay rise of 11.2%
over three years if voting occurred today?**



When asked about their willingness to accept a pay rise of 11.2% over three years, 90.25% of respondents indicated they were not in favour, while only 9.75% supported the proposed pay rise.

In terms of a fair pay rise, what is your expectation for the new Enterprise Agreement (EA) over the next three years?

Average Fair Pay Rise
Over 3 Years

17%

0% 2% 4% 6% 8% 10% 12% 14% 16% 18% 20%

The average expectation for a fair pay rise over the next three years, was reported as 17% by survey respondents.

Further analysis will need to occur to determine whether allowances can assist in reaching the 17% expected by the members.

Example 1

Year 1 = 6%

Year 2 = 4%

Year 3 = 4%

Use of Force Allowance = \$10,000 pa
(paid fortnightly as an allowance)

Anti-social rostered hours allowance = \$5000 pa
(paid fortnightly as an allowance)

Example 2

Year 1 = 7%

Year 2 = 5%

Year 3 = 5%

TOTAL = 17%

When you commence your shift, do you feel there are enough colleagues on shift to ensure your safety, reduce workload pressures, and meet the community's expectations?

YES
7.79%

140 respondents

NO
67%

1204 respondents

SOMETIMES
25.21%

453 respondents

This response is no surprise to the AFPA regarding how members feel about the current level of resources and staff within the organisation, especially within ACT Policing.

Across Australia, AFPA often hear the same concerns regarding a lack of members and/or resources for members to do their duties safely and without fear.

These figures are concerning, as 67% of survey respondents don't believe there are enough colleagues on duty to ensure their safety, assist in reducing workload and meeting the community's expectations.

**If your answer was ‘no’, or ‘sometimes’,
please provide your reasons**

Not Applicable	was selected by 5.98% of respondents, totalling 103 respondents.
Insufficient members available to fill squad	was the reason given by 29.21% of respondents, which is the second most common answer, accounting for 503 respondents.
Members divert to cover shortages at other stations, locations or teams	was chosen by 10.22% of the respondents, making up 176 respondents.
Increased demand on police services (more jobs than police on the ground)	was cited by 27.70% of respondents, amounting to 477 respondents and representing a significant concern.
Other (please specify)	was an option chosen by 26.89% of respondents, indicating a variety of unspecified reasons, with 463 respondents selecting this option.

The data suggests that the respondents acknowledge various issues that affect their work environment or operations. The most common concerns relate to insufficient staffing to fill squads and increased demand for police services. This table provides insight into operational challenges and resource allocation within the surveyed respondents.

Other (please specify)

Comments provided by members:

“Short staffing, need more recruits, but they will not stay here for long because they don’t find job satisfaction. Especially young people.”

“Excessive overtime (optional). Though optional for PSOs, if it is not covered, leads to shortfall of officers on shift, leading to increase of risks and workload.”

“Increased complexity of role and challenges in filling vacancies due to the competitive nature of recruitment environment.”

“Currently at the airport they are not back filling with overtime and running shifts short. On some occasions we have 5-6 officers for the whole airport.”

“My team has gone from 2 teams totalling over 20 people, down to 1 team of 4. We service all technical surveillance requests for command. The workload (jobs) has increased, but our numbers have dwindled.”

“Insufficient members available to fill squad; Members divert to cover shortages at other stations, locations or teams; Increased demand on police services (more jobs than police on the ground); poor leadership.”

“My team is supposed to run as a 4-person team, but we have been running 3-person for almost 24 months without the 4th spot being filled.”

“The AFP offers one of the lowest pay packages in the country and has become unattractive to anyone looking to apply for policing jobs in Australia. With current cost of living we do not earn enough, so we are not getting any new recruits to our stations and many current AFP members as well as myself have started to apply for other jobs outside of the AFP. The AFP are losing more members than they are recruiting and all teams are running well under acceptable numbers.”

“Insufficient members to meet operational requirements. This is particularly evident in relation to on-call requirements; it is not uncommon for officers to be doing three weeks on-call at a time.

I go in to work every week with an expectation that I’ll either be deployed interstate or fill on-call in the ACT. I love my job but this workload understandably places considerable pressure on the team.”

“When I started in the job, the team strengths were 1 + 12 which became 1 + 10 when the 6th team was created. MINIMUM OPERATIONAL strength was always 1 + 6 to allow for 2 x FO, 2x Cage, 2 x car, 2 x leave, 1 x training course and 1 x re-direct if required. A hands on deck was a bonus. Now, somehow 1 + 6 has been lost in translation by the

“Insufficient members available to fill squad – Members divert to cover shortages at other stations, locations or teams - Increased demand on police services (more jobs than police on the ground)”

senior management to mean if you have 6, you are at full strength and anymore, you can afford to lose people!!! Add that to the strength of Gungahlin Station that hasn't increased ever since it became a full time station vs the growth that district has seen over the last 10-15 years!!! It's no wonder police are being burnt out and don't want to come to ACTP.”

“I think its a combination of the above, but members are also not happy with the current conditions. As a result people seem to take personal days more often, or try to escape to another area.”

“While the numbers are usually sufficient, the fact that more than half of most teams are still on probation feels unsafe, as well as puts more strain on senior members workload as they have to help junior members with no extra incentives for senior members to stay in general duties for longer than 2 years.”

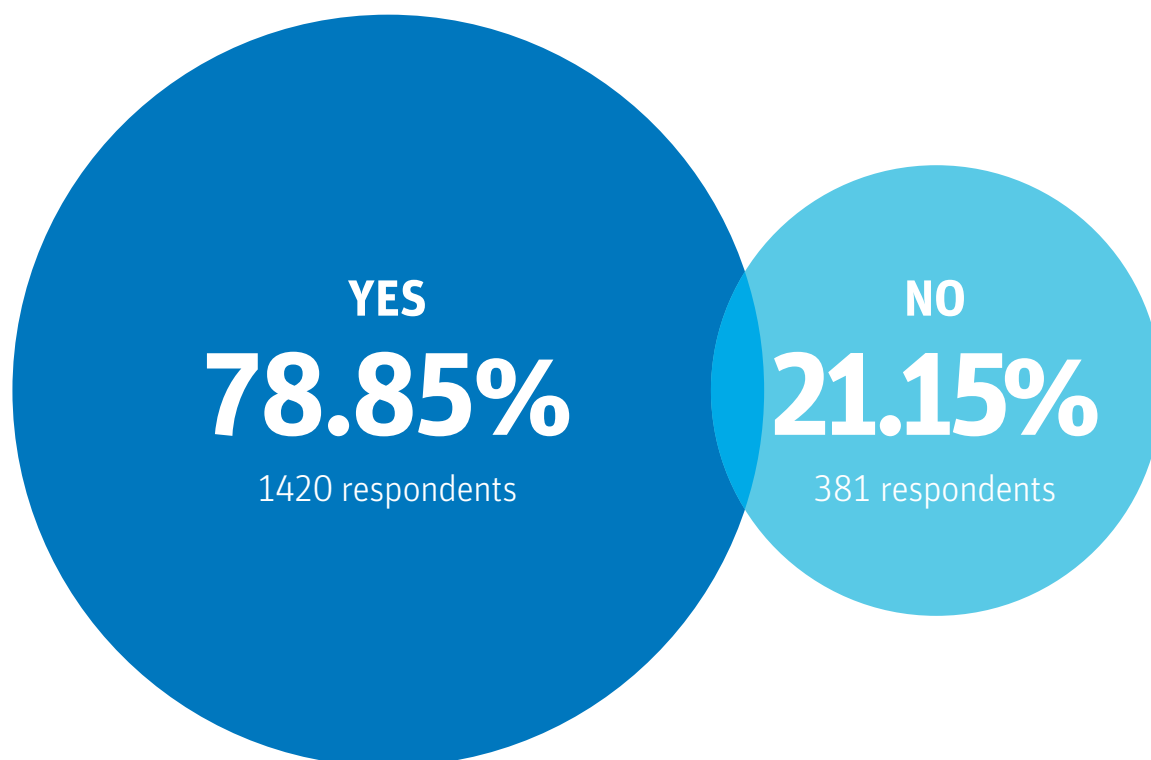
“Where I work, we have had a 300% increase in workload and now at 25% staffing. It is a cascading effect of “Increased demand on police services (more jobs than police on the ground)”, with “Members divert to cover shortages at other stations, locations or teams” to deal with other ‘priority jobs’ such as the Pacific Games and detainees issue. This results in insufficient members available to fill squad.”

“Due to under-resourcing and ever increasing workload, pressure and demand, burnout is a real barrier. Lack of flexibility is another major barrier. It has been very difficult to attract and keep new staff. In the space of 12 months, I trained 5 new staff members, 4 of whom all left within months of starting. The only remaining member started applying for other jobs within 6 months of starting and is still actively looking to get out. There is only one person in our entire team that has been here longer than 12 months. As soon as people start, they soon start looking for other jobs.”

“I work in national investigations, and we are seeing the continual reluctance of members to want to perform a national role when other areas of the AFP appear to have a less stressful worklife with greater opportunity for OT. The morale in investigations has dropped significantly with the continual workload and reluctance on the senior executive to say no to the greater spread of crime types that the AFP manage with less resources.”

“All of the above apply. ACT Police are drastically understaffed to meet the demands of the environment and the workload is increasing rapidly. New systems like IMS are clunky and unmanageable in the context of ACT Policing. It appears that the system was built with no thought as to how it would be used in smaller, day-to-day investigations conducted by GD members, drastically increasing the amount of time it takes to write off jobs of that nature.”

In the last 12 months, have you considered leaving the AFP?

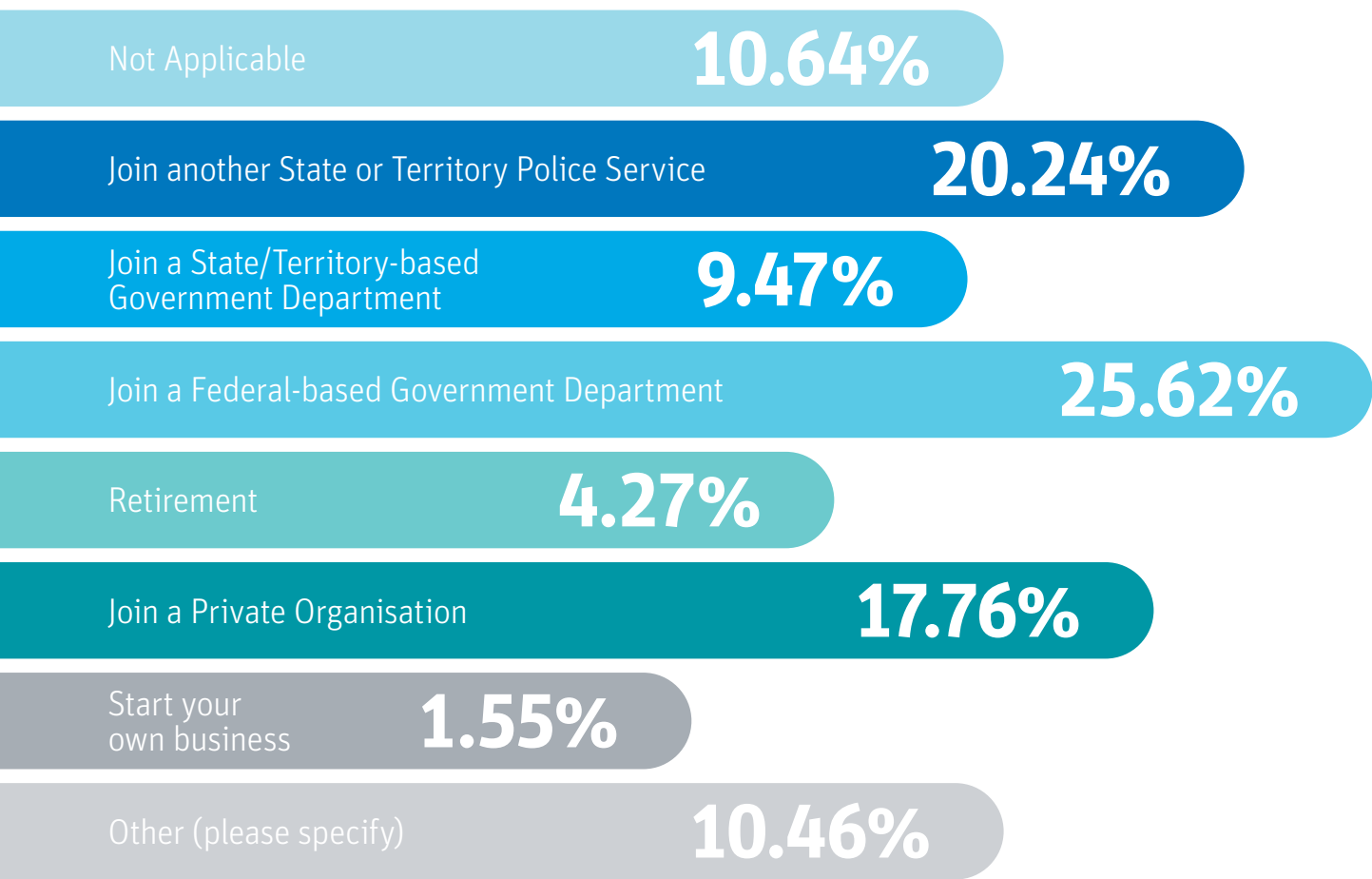


A significant amount of respondents have considered leaving the AFP in the last 12 months, citing various reasons such as seeking employment in other law enforcement agencies, federal and state government departments, or retirement.

This is an alarming statistic that the AFP and Government should be concerned about.

Policing across Australia is already facing a recruitment and retention issue, and we are also seeing private enterprises, state and territory police services and other Government departments actively target and recruit AFP appointees.

If your answer was ‘yes’, where are you considering leaving to?



The responses clearly demonstrates a diversity of career intentions among the respondents, with a notable trend towards continuing in government roles, particularly at the federal level. It also indicates that while some are considering retirement or starting their own business, these are less common compared to other career moves.

The “Other” category suggests that there are additional unique career aspirations not captured by the predefined options.

Other (please specify)

Comments provided by members:

“NT Police are offering great incentives such as housing allowances and a much higher pay.”

“Offer to join QPOL at rank plus receive the \$20k relocation allowance and move out of Brisbane.”

“With no overtime on offer I have currently applied to QPOL as I can not currently survive living in Sydney.”

“ACT fire and rescue”

“Anywhere but the AFP”

“There is no doubt that the AFP is heading into some tough times. The ‘PSS Cliff’ will become more apparent, and the senior executive’s avoidance of addressing the challenges of pay/resources/workload will combine with increased cost of living pressures to place a great strain on members. I wonder if I have the energy to spend my final 5 years in this environment.”

“Decision was based on location (cheaper cost of living compared with Sydney) and increased base pay rates and benefits.”

“I have already accepted a job outside the AFP and will be resigning in the near future.”

“AFP is just such a soul destroying organisation that anywhere or anything is better than this clown show.”

“As most Public Service offerings are starting to get closer to AFPs benefits including leave allowance and super contribution, my loyalty right now is to who can I have a career through and who can pay me enough to fight rising cost of living. So I am looking ANYWHERE but here.”

“Such is the level of exhaustion and burnout that it is merely a reactionary concept. Something has to give, and i am tired of it being my physical and mental wellbeing, and my family’s reduced focus because all my energy goes to work.”

“Anything that pays more than the pittance we are currently receiving.”



“AFP has a toxic workforce and a royal commission needs to be appointed to investigate corrupt management. The AFP is already overstaffed, and job cuts need to happen, which would help funding and pay rises. In all my working career the AFP would have to be the most horrible place I have worked. Maybe some effort from the AFPA needs to be made in actually investigating the harassment and bullying that happens within the AFP, also the way victims are treated after an injury occurs.”

“Join another police force they pay better and they also let you have your own business on the side without all the internal crap you go through at the AFP. Its a poorly led organisation that is bloated at the top with poor rostered operations suffering from poor pay.”

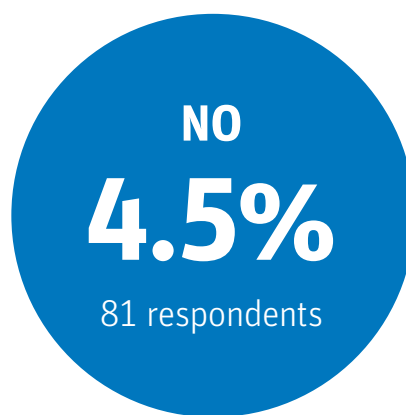
“Thought about leaving - but tied to the tarnished bronze handcuffs. More and more members talking about taking a VR if they were offered. If retirement age was closer it would be a consideration. So much depends on this EA.”

“Anywhere that had a similar level of pay to the AFP. My skillset is niche and there are limited opportunities but the unchecked bullying I have experienced and observed in the last 5 years has me feeling very disenfranchised.”

Would you support industrial action in support of a better pay claim?

Industrial action is action taken by employers or employees to settle a workplace dispute about working conditions. Such examples of industrial action include:

- Changing your pre-recorded voice message on your AFP issued UOC to highlight the AFPA campaign.
- Overtime must be claimed. Goodwill to finish off work in your own time ceases, including the finalising of briefs.
- Attendance at school zones, or stationary speed detection device locations, and activate your police lights.
- Use non-permanent markers to write messages of support on any AFP vehicle.
- Provide campaign material to the public as part of your proactive duties.



In summary, the survey results show a dominant preference for industrial action, indicating that the majority of respondents agree or are in favor. A significant portion of respondents are undecided, as reflected by the “Maybe” responses, while a minimal number choose “No.”

The data provides insight into the respondents’ leanings and levels of certainty regarding the issue at hand.



Is there any other type of industrial action you would be willing to undertake?

Comments provided by members:

“Only responding to P1 incidents”

““Blue flu” messages on vehicles, work to rule”

“Similar action to VICPOL action”

“Not take calls or meetings outside core working hours. I currently do meetings/calls to suit Australian timezone. Work core hours. No extra.”

“Work to rule under the current EA conditions, which I feel we often do not do in my area.”

“Failing to renew qualifications for part time specialist roles (e.g. RAO, part-time OST, etc)”

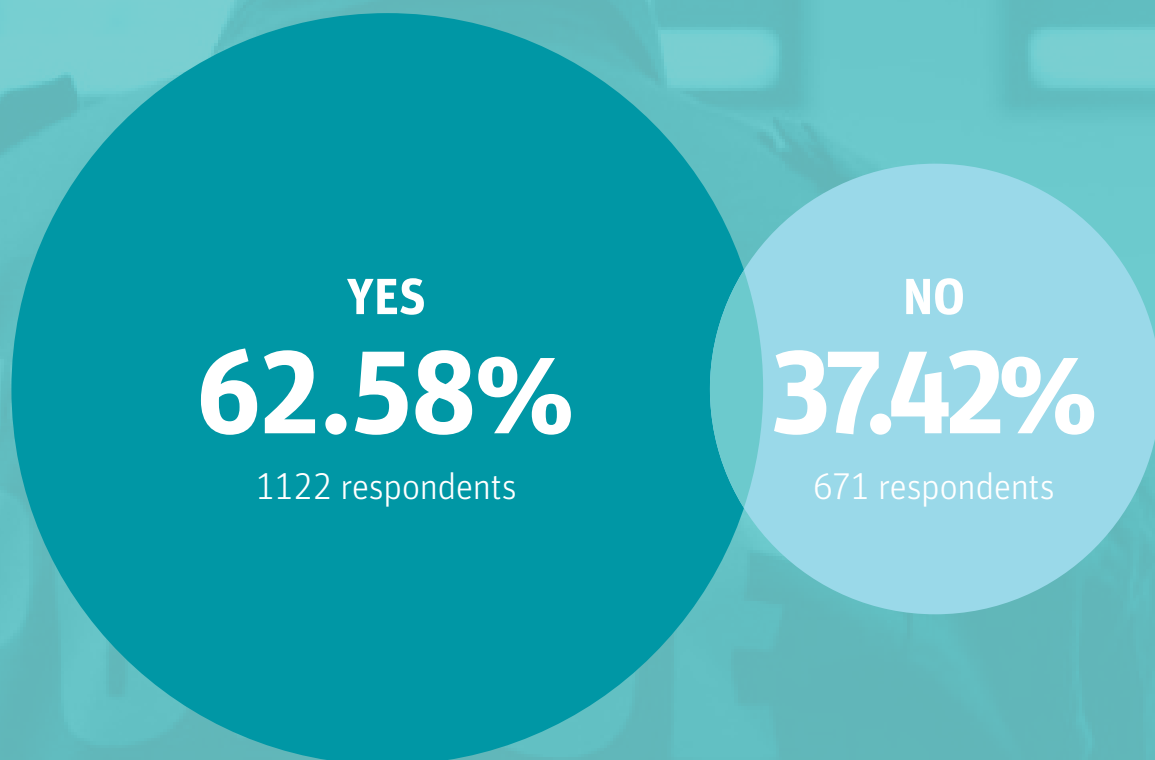
“Write messages on our marked patrol cars and park them out the front of federal ministers electoral office.”

“Strike. Only respond to P1 incidents. Not provide briefings to senior executives / ministerial and policy areas. Not engage or offer ‘for rent’ services i.e. Summernats or similar. Not engage with government agencies. Refuse to restrain or proceed with asset restraints.”

“Not issuing TINs and only give cautions - not answering questions from Government or providing minimal assistance to them.”

“A highly public social media campaign, similar to what the HSU did for NSW paramedics. e.g. “this is Ashley. She is a child protection officer and works tirelessly to protect Australian children from harm. But due to her low pay, she has a second job at Woolies.” There was a good newspaper article last year which detailed how many AFP members hold secondary employment. This stats would help build a strong case.”

Do you realise that accepting the Federal Government's offer of 11.2% over three years means that no additional allowances, such as a Use of Force allowance, can be obtained?



“Yes” was chosen by 62.58% of respondents, totalling 1,122 respondents. This indicates that a significant majority of the respondents understand that if they took the current 11.2% on offer from the Government there would be no additional allowances.

“No” was selected by 37.42% of respondents, which corresponds to 671 respondents. This represents a substantial minority of the total responses.

What is your intention if the offer stays at 11.2%?

**Leave the
organisation as
soon as possible**

45.38%

811 respondents

**Remain with the
organisation for
12 months**

32.74%

585 respondents

**Remain with the
organisation until
the next EA**

21.88%

391 respondents

This indicates that a significant majority of the respondents (78.12%) would be active in leaving the AFP within 12 months if the 11.2% pay rise wasn't increased.

In summary, the data displays a clear inclination among the survey respondents to leave the organisation, with the majority selecting this option. There are smaller groups that intend to remain with the organisation, with one of these groups being slightly larger than the other.

If you would like to provide feedback or have any questions regarding this survey, please don't hesitate to contact us via:

afpa@afpa.org.au



**To view this document online
please scan the QR code**



AFPA

Australian Federal
Police Association

Level 3/53 Blackall Street,
Barton, ACT 2600

P 02 6285 1677

www.afpa.org.au