

Condition	What is It	The AFP's Proposed Position	The AFPA's view	Summary
Base Salary	A pay rise almost double that of the previous enterprise agreement	<p>11.2% over three years.</p> <p>4% in 2024, 3.8% in 2025, 3.4% in 2026</p>	<p>The AFP is correct; on a probationary constable starting wage, the AFP isn't the highest base-paid jurisdiction – it is the worst.</p> <p>Composites and allowances can't be used as a comparison as they are vastly different across jurisdictions. The only way you can compare wages is to use base wage figures.</p> <p>The AFP congratulated itself at a recent Senate Estimates where they stated the AFP officers, with composite with the fifth best-paid officers in the country. This also means that AFP officers are the third worst-paid officers in the country. Contrary to the belief of the AFP, you don't deserve a winner's medal for coming fifth in an eight-horse race.</p>	<ul style="list-style-type: none"> • What crystal ball did the AFP use to determine future inflation? • If economists can't accurately predict CPI and inflation, how can the AFP? • Fifth-best or third-worst paid policing jurisdiction isn't something to be congratulated on. • If you accept 11.2% over three, it's likely you'll still be going backwards • Open the door to a fairer deal - Vote No
One-off cash payment	A cash payment payable to all AFP employees under the new agreement where we enter the access period on or before 25 May 2024, followed by a 'yes' vote from the workforce.	Cash payment of \$871 to all eligible AFP employees	<p>The Federal Government and Australian Public Service Commission (APSC) approved Air Services firefighters a \$6000 one-off cash payment.</p> <p>The AFP says that the one-off cash bonus will be unavailable if a 'yes' vote doesn't occur by 25 May 2024.</p> <p>The truth is that the AFP and Government have already budgeted for this payment.</p> <p>If a 'no' vote eventuates, this payment is not off the table if the AFP asks the Federal Government and APSC for the payment to remain. The simple fact is that the AFP hasn't asked. Negotiations recommence, and if the AFP does remove the payment – what happens to the money that they've already budgeted?</p>	<ul style="list-style-type: none"> • The government and APSC approved a \$6000 one-off cash payment for Air Services firefighters. • If the Government can do it for their firies, they can do it for their cops • Open the door to a fairer deal - Vote No

<p>PSO Broadband</p>	<p>An all new PSO 2-5 broadband to replace the existing PSO 2-3 broadband.</p> <p>An all-new PSO 6-7 broadband for PSO Sergeants</p>	<p>Beginning FY25/26, employees who meet eligibility criteria will be able to progress to the next band level.</p> <p>For example, a PSO may move to Band 4.2 after they have been a Band 3.5 for one year.</p>	<p>This is a classic ‘divide and conquer’ strategy where the AFP is focused on one employee cohort.</p> <p>The AFP only cares about a result that will see 50%, plus one, vote ‘yes’. They don’t care the 49.99% of the workforce don’t support the EA.</p> <p>Unsworn and support staff are critical to the running of the AFP. What’s being done to assist them in career progression?</p>	<ul style="list-style-type: none"> • AFP prioritises one employee cohort over another to ‘divide and conquer.’ • Don’t be fooled by small gains – think big picture • Unsworn staff neglected in career development and broad banding • Open the door to a fairer deal - Vote No
<p>Police Broadband</p>	<p>Removing advancement restrictions that relate to minimum tenure greater than 12 years across the advancement arrangements</p>	<p>Beginning FY25/26, employees who meet eligibility criteria will be eligible for progression after just nine years of policing experience.</p> <p>For example, the firm barrier for Police from a Band 4.5 to Band 5.2 will be reduced from 15 years to 9 years, taking effect at the start of the second year of the new enterprise agreement.</p>	<p>The AFPA continues to ask the question about police officers stuck at Band 5.3. What career progression do they have?</p> <p>The AFPA proposed a model that Sergeants commence at Band 7, and the constable broadband remains at Band 5.3 with a new classification to allow for police officers to move into the Band 6 range without becoming Team Leaders.</p> <p><i>Food for thought: Previously, the AFPA raised the possibility of a ‘Brevet Sergeant’. This rank would recognise experience and be applicable to police officers who have over 15+ years of experience and pass certain gateways. A Brevet Sergeant would not be a Team Leader unless they were acting in a traditional Sergeant’s position.</i></p>	<ul style="list-style-type: none"> • AFPA proposes that all Sergeants be in Band 7, Constable's broad banding should remain in Band 5.3, and the introduction of ‘Brevet Sergeants’ in Band 6 for police officers. • Open the door to a fairer deal - Vote No
<p>Composite</p>	<p>Allowance 22% of base salary</p>	<p>There is no change; employees will still receive the composite as it is.</p>	<p>While there is no change today, there is no guarantee that it won’t change tomorrow.</p> <p>The AFP has form for removing allowances, example being the previous allowance offered to Sydney-based appointees.</p> <p>Once an allowance is turned off, it’s very hard to get it reinstated.</p> <p><i>Food for thought: Why hasn’t the AFP tuned on the High Operations Allowance for areas operating outside of core enterprise agreement conditions?</i></p>	<ul style="list-style-type: none"> • No change today, but tomorrow is uncertain. • Allowances can be removed or modified – just ask Sydney Office AFP appointees! • Open the door to a fairer deal - Vote No

<p>Unsociable Hours Allowance</p>	<p>Employees working hours between 8 pm and 6 am Monday to Friday and the entirety of weekends.</p>	<p>All new allowance of 10% of base hourly rate for rostered and operations working patterns, instead of the Nightshift Allowance, on top of any payable composite and/or overtime to recognise unsociable hours</p>	<p>The AFPA believes that an unsociable hour's allowance should be a flat hourly rate instead of a percentage.</p> <p>The AFPA recommends a flat rate of \$7 per hour for hours worked between 8 pm and 6 am, Monday to Friday, and the entirety of weekends.</p> <p>The AFPA also believes that an unsociable hour's allowance should be for any AFP appointee, regardless of what working pattern you work.</p> <p>With this 10% offer, less experienced appointees working under rostered or operations working patterns will possibly be disadvantaged and lose money when compared to the current nightshift advantage</p>	<ul style="list-style-type: none"> • Current nightshift allowance = \$9.00 per hour • Proposed unsociable hours allowance = \$4.02 per hour as a Band 3.5 • Proposed unsociable hours allowance = \$5.66 per hour as a Band 7.1 • Must work twice as many hours under unsociable hours allowance as a Band 3.5 to earn the same amount on the current nightshift allowance • Unsociable hours should apply to all AFP appointees • Open the door to a fairer deal - Vote No
<p>Use of Force Allowance</p>	<p>An allowance paid to those with a use of force qualification</p>	<p>\$3000 every year of the agreement for all AFP employees holding a Use Of Force qualification</p>	<p>The AFPA believes that an appropriate use of force allowance is \$5000 per year.</p> <p>This allowance equates to \$115.38 (before tax) per fortnight.</p> <p>The AFPA would support a use of force allowance that is 'grandfathered' to \$5000 by the end of the enterprise agreement.</p> <p><i>Example: Year 1: \$3500, Year 2: \$4250, Year 3: \$5000</i></p>	<ul style="list-style-type: none"> • Use of Force qualifications are worth more than \$3000 per year • The responsibility that comes with the Use of Force is greater than \$3000 per year • Open the door to a fairer deal - Vote No
<p>Rapid Deployment Allowance</p>	<p>An allowance paid to AFP employees is required to maintain a 'readily deployable' status.</p>	<p>\$10,000 per year allowance paid in recognition of those eligible for immediate domestic and international deployment</p>	<p>This allowance is only applicable to appointees who currently receive it.</p> <p>As this is an allowance, what are the plans for beyond 2027 when this agreement expires?</p> <p><i>Food for thought: Do you trust the AFP to approve this allowance? While it may be open to all, will it be approved? Will this allowance be another High Operations Allowance that everyone talks about, but no one gets?</i></p>	<ul style="list-style-type: none"> • Allowances can be removed or modified – just ask Sydney Office AFP appointees! • How many people are on the High Operations Allowance? • Don't be fooled by the dangling carrot – approval is no certainty. • Open the door to a fairer deal - Vote No

<p>Optional Ordinary Time Earnings Superannuation</p>	<p>Currently, AFP employees receive fortnightly contribution salary superannuation. It is calculated once a year, with contribution amounts generally only changing once per year on the employee's birthday.</p> <p>For example, if you receive a pay increase, your contributions will not increase until your next birthday.</p>	<p>The new enterprise agreement offers employees the option to move to Ordinary Time Earnings superannuation.</p> <p>Ordinary Time Earnings are your earnings for ordinary hours of work (excluding overtime) in the previous pay period. Therefore, contribution amounts change any time your ordinary time earnings change.</p> <p>For example, if you receive a pay increase, your contributions will increase at the next payday.</p>	<p>The AFPA believes this is a Federal Government initiative that the AFP will have to abide by.</p> <p>If that's the case, we believe that each member should be given the opportunity, at the Government's expense, to receive financial advice from a registered financial.</p> <p>We believe that some members will be worse off!</p>	<ul style="list-style-type: none"> • The Government isn't your friend – take care of your own personal fiancé and ask questions • Open the door to a fairer deal - Vote No
<p>Workplace Responsibility Allowance</p>	<p>An all-new allowance paid in recognition where an employee is appointed to a role that goes above and beyond their usual duties (e.g. First Aid Officers, Fire Wardens, Health and Safety Representatives)</p>	<p>At the commencement of the agreement the allowance will be \$30.51 per fortnight and increasing throughout the life of the agreement.</p>	<p>Air Services Australia Aviation firefighters negotiated an allowance of \$52.00 per fortnight or \$1352.00 per year for the same roles.</p> <p>The AFP is informing us that these allowances are not accumulative, so if you are a Fire Warden, First Aid Officer and Health and Safety Representative, you'll only receive the allowance once.</p> <p>The AFPA believes that if you undertake these roles, then you should be remunerated for each duty you undertake.</p>	<ul style="list-style-type: none"> • One role at a time – you won't be compensated for wearing multiple hats • If the Government can pay their firies, they can pay their cops the same • \$30.51 per fortnight to help save lives doesn't pay • Open the door to a fairer deal - Vote No
<p>Working from Home</p>	<p>All AFP employees may request a Working From Home arrangement</p>	<p>There are no caps on the number of days you can request to work from home, and the AFP will consider requests based on merits and business requirements</p>	<p>Recently, the AFPA received an email from the AFP stating that almost no operational member can work from home. So, which is it?</p> <p>Many operational appointees will not be able to work from home. How can a forensic crime scene appointee work from home?</p> <p>Also, the AFP can't claim credit for this initiative. It has been introduced as a part of the wider APS bargaining process that took place prior to AFP bargaining.</p>	<ul style="list-style-type: none"> • No benefit to the AFP's core business of protecting Australia and its many communities • Police officers and Protective Services Officers can't save lives from their lounge-room • Is your home rated as 'secret'? The AFP won't be providing equipment for you to maintain security. • Open the door to a fairer deal - Vote No

Higher Duties Allowance	AFP employees performing duties above their substantive level receive an additional allowance	The agreement allows delegates the ability to pay Higher Duties Allowances from day one of an employee performing higher duties.	<p>The AFPA believes that the AFP must pay Higher Duties Allowances from day one.</p> <p>Why should a delegate have the ability to determine if an employee gets an allowance when they are placed in a higher duties situation?</p>	<ul style="list-style-type: none"> • Responsibility for Higher Duties must be paid from day one. • Don't get paid, don't do Higher Duties – simple • Open the door to a fairer deal - Vote No
Mandatory Rest Days	Band 1-8 employees receive four mandatory rest days per year	No change to the current arrangements	This isn't an improvement, and Band 1-8 employees are no better off than they were 12 months ago.	<ul style="list-style-type: none"> • This isn't an improvement. • Employees are no better off than they were 12 months ago. • This is not a reason to vote 'yes'
Annual Leave	Band 1-8 employees receive up to six weeks of annual leave per year	There is no change to six weeks for Band 1-8 employees and five weeks for EL employees under the agreement; however, the AFP will now reimburse personal travel costs when an employee is recalled to work.	<p>This isn't an improvement on annual leave entitlements.</p> <p>The AFPA supports the AFP in having to reimburse personal travel costs when an employee is recalled to work.</p>	<ul style="list-style-type: none"> • If the AFP wants you to work while on leave – they can compensate you. • Your time isn't free – you deserve compensation if recalled from leave • This is not a reason to vote 'yes'
Portability of Leave	This allows leave entitlements to move with you from one job to another.	If someone joins the AFP from another APS agency where they are an ongoing employee, the employee's unused accrued annual leave and personal/carer's leave will be transferred, provided there is no break in continuity of service	<p>Why is the AFP congratulating itself when this doesn't apply to current employees?</p> <p>The benefit of portability of leave only applies to new employees who can't vote on the proposed EA.</p> <p>This is a policy decision that doesn't need to be included in the EA. If the AFP includes this, then it should include 'right to disconnect' legislation.</p>	<ul style="list-style-type: none"> • As a current AFP employee, does this help you? The answer is 'no,' • Open the door to a fairer deal - Vote No
Family and Domestic Violence Leave	A common, holistic approach to employees facing family and domestic violence that considers the needs of the individual	AFP employees will receive ten days of Family and Domestic Leave.	<p>This is a federal government initiative that the AFP is claiming to be an improvement to the enterprise agreement.</p> <p>Regardless of what occurs with the enterprise agreement, you are entitled to this leave, and it has nothing to do with the enterprise agreement.</p>	<ul style="list-style-type: none"> • You are entitled to this leave regardless of the EA outcome. It's legislated! • This is not a reason to vote 'yes'

FAQ – FACT BUSTING

FAQ	Is the NSW Police Force (NSWPF) getting 25% over four years?	The NSWPF is captured under different arrangements regarding their state government bargaining. As the AFP understands, NSW is still in their bargaining process and, as such, can't speak to what it may end up presenting to its workforce	<ul style="list-style-type: none"> • NSWPF employees are already better off than AFP employees. • The advice offered to the AFPA is that they expected a pay rise of around 20% over four years, which will further widen the gap between NSWPF and AFP employees.
FAQ	Did Border Force get a 19% pay rise?	No – the Department of Home Affairs, including Border Force, are required to work within the same bargaining framework as the AFP and offered a pay rise of 11.2%.	<ul style="list-style-type: none"> • The Department of Home Affairs has a much better and greater number of allowances than the AFP, which is factored into the complete financial package. • The Department of Home Affairs is also recognised as an Australian Public Service (APS) agency and was covered under the wider APS negotiations.
FAQ	How does the AFP compare in terms of remunerations to other states, particularly as members move up the ranks?	<p>Progression from recruit to inspector occurs at different rates both in terms of dollars and time to move through levels, which can make drawing comparisons between the AFP and other jurisdictions challenging.</p> <p>However, we understand a number of members have drawn reference to the starting wage for a probationary constable. Based on our base salary alone, we're not the highest-paid jurisdiction. Again, this is when looking at base salary.</p>	<ul style="list-style-type: none"> • The AFP is correct; on a probationary constable starting wage, the AFP isn't the highest base-paid jurisdiction – it is the worst. • Composites and allowances can't be used as a comparison as they are vastly different across jurisdictions. The only way you can compare wages is to use base wage figures. • The AFP congratulated itself at a recent Senate Estimates where they stated the AFP officers, with composite with the fifth-best-paid officers in the country. This also means that AFP officers are the third worst-paid officers in the country. Contrary to the belief of the AFP, you don't deserve a winner's medal for coming fifth in an eight-horse race. <p><i>Food for thought: Northern Territory officers get a \$30,000 per year housing allowance.</i></p> <p><i>NSWPF officers are provided housing at specific regional locations at a rate of 3% of an officer's salary per annum – well below the rental market rate.</i></p> <p><i>Western Australia Police officers receive an Investigative Skills Allowance ranging around \$2561 per annum. They also receive a Civilian Cloth Allowance of \$1,299 per annum and a Pregnancy Clothing Allowance of \$1,299 per annum. Investigators attached to the Internal Affairs Unit (their PRS equivalent) receive a 10% allowance of their base salary.</i></p> <p><i>As you can see, the AFP is way behind when it comes to allowances.</i></p>

FAQ	Why doesn't the Unsociable Hours Allowance cover support working pattern members	<p>During bargaining, the AFP stated this allowance wasn't set in stone.</p> <p>Unsociable Hours Allowance was established to provide additional compensation for the additional hardship rostered members who work from 8 pm to 6 am and on weekends experience. Importantly, however, operational working pattern members would still be entitled to night allowance.</p>	<p>The Unsociable Hours Allowance was brought to the table by the AFPA. In its original concept, all AFP employees would be eligible for Unsociable Hours Allowance. Unfortunately, the AFP has changed our original plan and is only offering the allowance to operations and rostered work patterns.</p> <p>The AFPA still believes that all AFP employees should be entitled to this allowance.</p>
FAQ	Why is the one-off payment off the table if a 'no' vote occurs before 25 May 20?	<p>In the event of a 'no' vote, the AFP wouldn't be able to return to the workforce with a revised offer before 25 May 2024, and therefore the one-off cash payment would no longer be available?</p> <p>Should a 'no' vote occur, a new round of enterprise agreement bargaining would need to commence. This would be worst-case scenario as it would mean the one-off cash payment wouldn't be available and any subsequent increase in pay wouldn't be backdated – that is, any increase to salaries is delayed until a 'yes' vote is reached.</p> <p>This delay will also have a flow on impact for each subsequent yearly pay rise under any future agreement. For example, if an agreement isn't voted up until December 2024, yearly pay increases only every 12 months from this date.</p>	<p>Throughout this bargaining process, the AFPA believes that the AFP hasn't sufficiently engaged with the Federal Government or APSC to better conditions.</p> <p>The main reason why this one-off payment would be taken off the table is because the AFP hasn't formally asked the Federal Government and APSC for the one-off payment to remain on the table. The AFP has decided to not cause waves and have just 'rolled over' on conditions they should asking for.</p> <p>The AFPA has met with the Minister for Public Services, Senator Katy Gallagher, and she informed the AFPA that she's had no communication with the AFP, including asking for exemptions.</p> <p>A 'no' vote is not a worst-case scenario as negotiations are already well advanced. On a lot of the proposed EA, all parties have reached an agreement. The AFPA believes it can convene quickly and commence negotiations quickly. The AFPA is ready; it will be the AFP that drags the chain.</p> <p><i>Food for thought: The AFPA applied via Freedom of Information for all correspondence from the Commissioner's office to the Attorney-General's office regarding the EA. This request was submitted to the AFP on 15 January 2024. To date, the AFPA has been provided with no evidence that any communication has occurred, and given the serious breach of legislated FOI timeframes, I have requested the Office of the Information Commissioner to review the request.</i></p>
FAQ	IS the AFP blocking or delaying AFPA emails?	<p>The AFP provides access to the AFPA to send emails to the workforce it represents.</p> <p>The AFP ICT system can sometimes delay all-staff emails due to the bandwidth of the system, technical issues, and email scanning to ensure the protection of you</p>	<p>The AFP does throttle emails from the AFPA under the auspice of security.</p> <p>The AFP doesn't want to explain why two people sitting next to each other in the same office may receive an AFPA email up to 72 hours apart.</p>

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