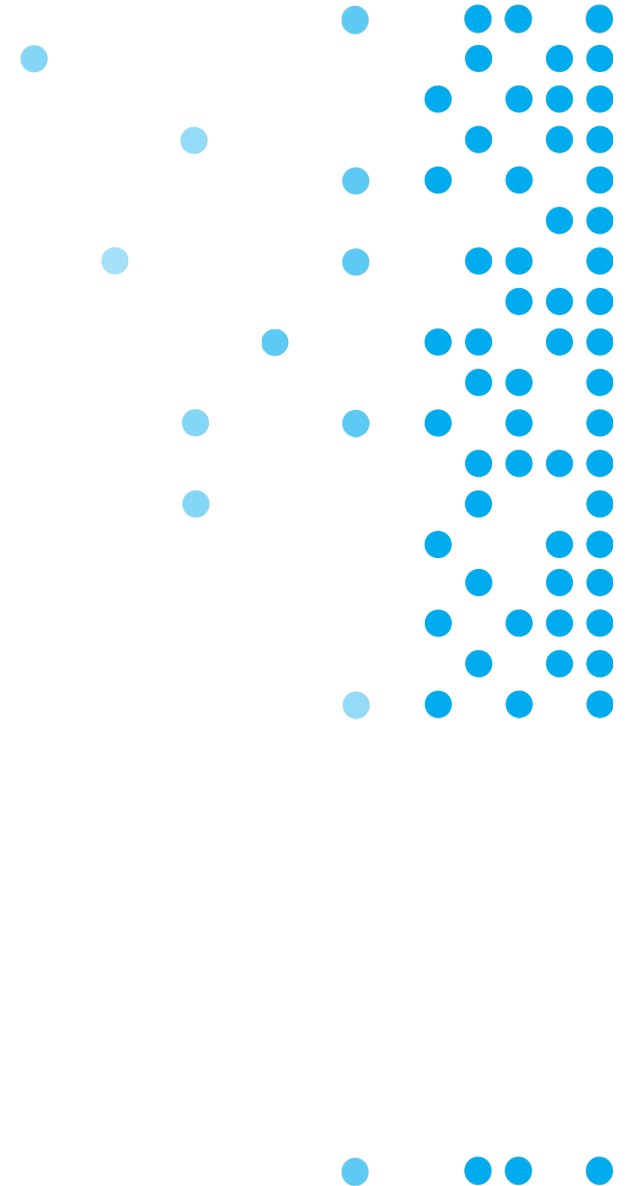


Australian Federal Police Association

EA Survey 2024

07 May 2024



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 22nd to 30th April 2024 and is based on 2,206 respondents.

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

No information on participant demographics or job details were included in the survey.

Key Insights



EA terms and conditions

- A clear majority of participants do not support the draft EA
- The main objections appear to be the pay rise (85% are not happy with the 11.2% pay rise over three years offer), and 'use of force' allowance (92% support the introduction of this, but 60% feel \$3,000 per year is too low)
- Other areas of opposition for the current EA offer include proposed changes to pay broadbanding (55% opposition), the higher duties allowance (52% opposition)
- While there is support for an unsociable hours allowance, it is unclear whether participants would prefer this to apply to rostered and operations work patterns only (56% support) or all appointees (57% support)

EA Process

- There is a low opinion of the AFP Executive. Most do not think the EA process has been handled well (58% say it's been a bad process and engagement), 63% do not feel supported and 70% do not have confidence in the current AFP Executive to lead the organisation into the future
- 54% of participants say they would be prepared to conduct 'stop work' activities
- Participants do not think members of the AFP are respected by the Government, with 87% saying they do not feel the Federal Government respects them
- As the offer stands, 6% of participants say they would leave the AFP, with a further 68% who would actively look for other career opportunities



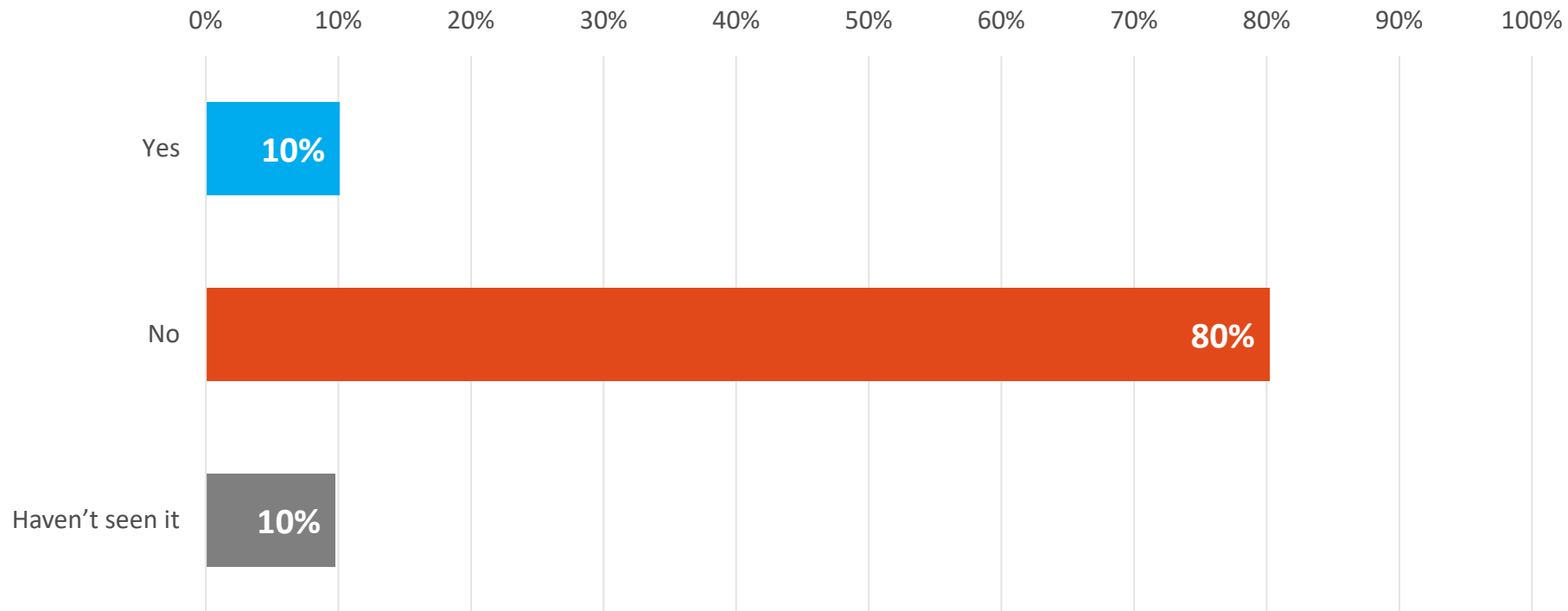
Support for EA terms

The majority of participants do not support the draft EA



Do you support the draft Enterprise Agreement as circulated by the AFP?

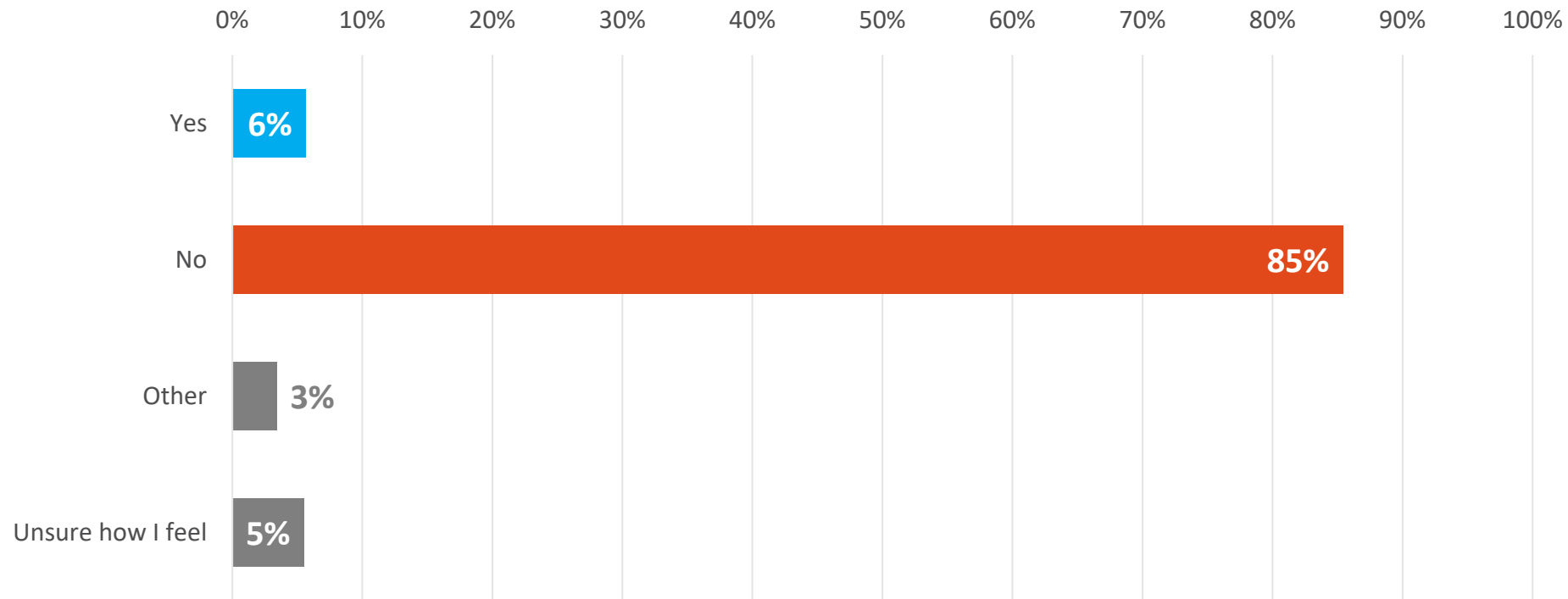
Base: All participants (n=2,206)



Most are not happy with the first offer pay rise from AFP

Are you happy with the first offer from the AFP of an 11.2% pay rise over three years (in line with the APS)?

Base: All participants (n=2,206)



There is some concern that the process could be drawn out, with little additional benefits. Some mentions that the lower-than-expected increase would be offset by other benefits



Are you happy with the first offer from the AFP of an 11.2% pay rise over three years (in line with the APS)? **OTHER**

Base: All participants (n=2,206)



Whilst I agree that the AFP and the Public Service Commission could do better, we need to factor in how much it will cost us if we fight it. Last time we fought the EA, it took years to get a deal that wasn't that much better than the original offer; all that was achieved was members missing a pay rise. I cannot afford for that to happen again.



It is not the best offer but it is much better than I expected if you take in to account the annual use of force allowance/payment.



I think we deserve more to get us in line with other jurisdiction however the longer the EA is delayed the more money we lose like last time.



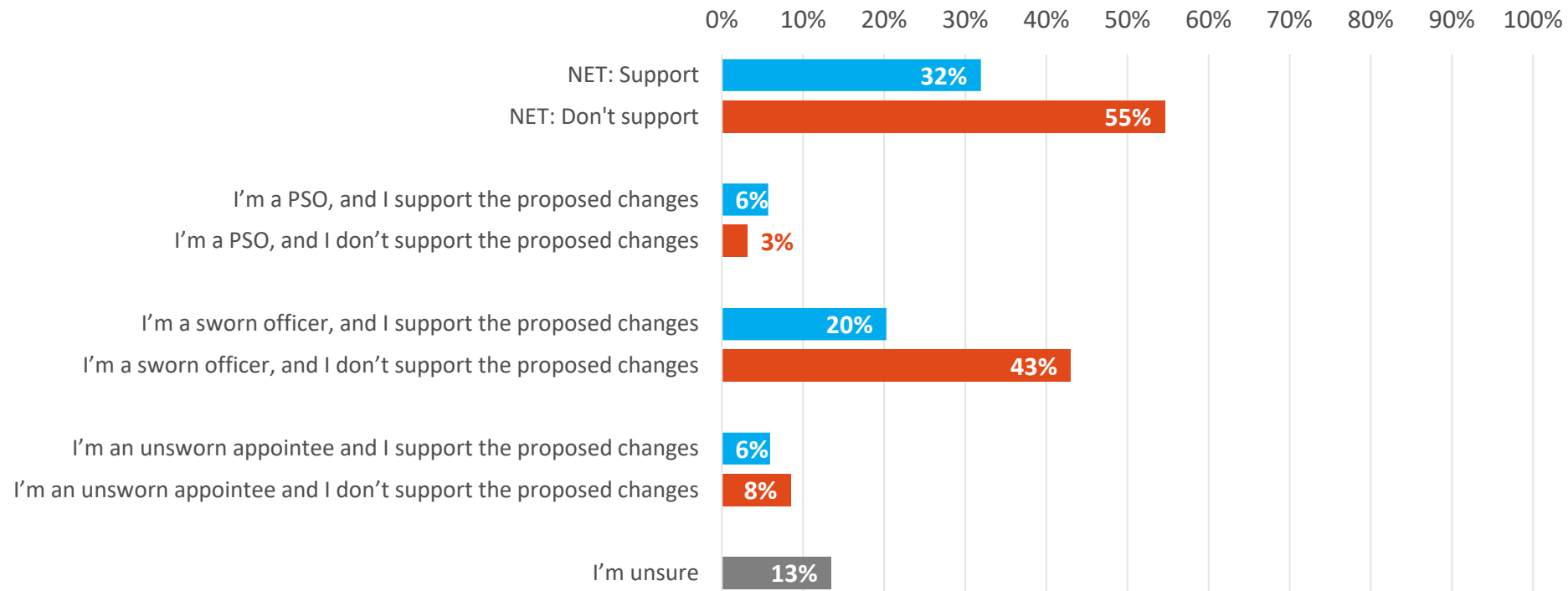
If allowances were boosted or banding arrangements brought in immediately I would support.

Around half of participants do not support changes to pay broadbanding. PSOs and unsworn appointees are more supportive than sworn officers



Do you 'support' or 'don't support' the proposed changes to pay broadbanding?

Base: All participants (n=2,206)

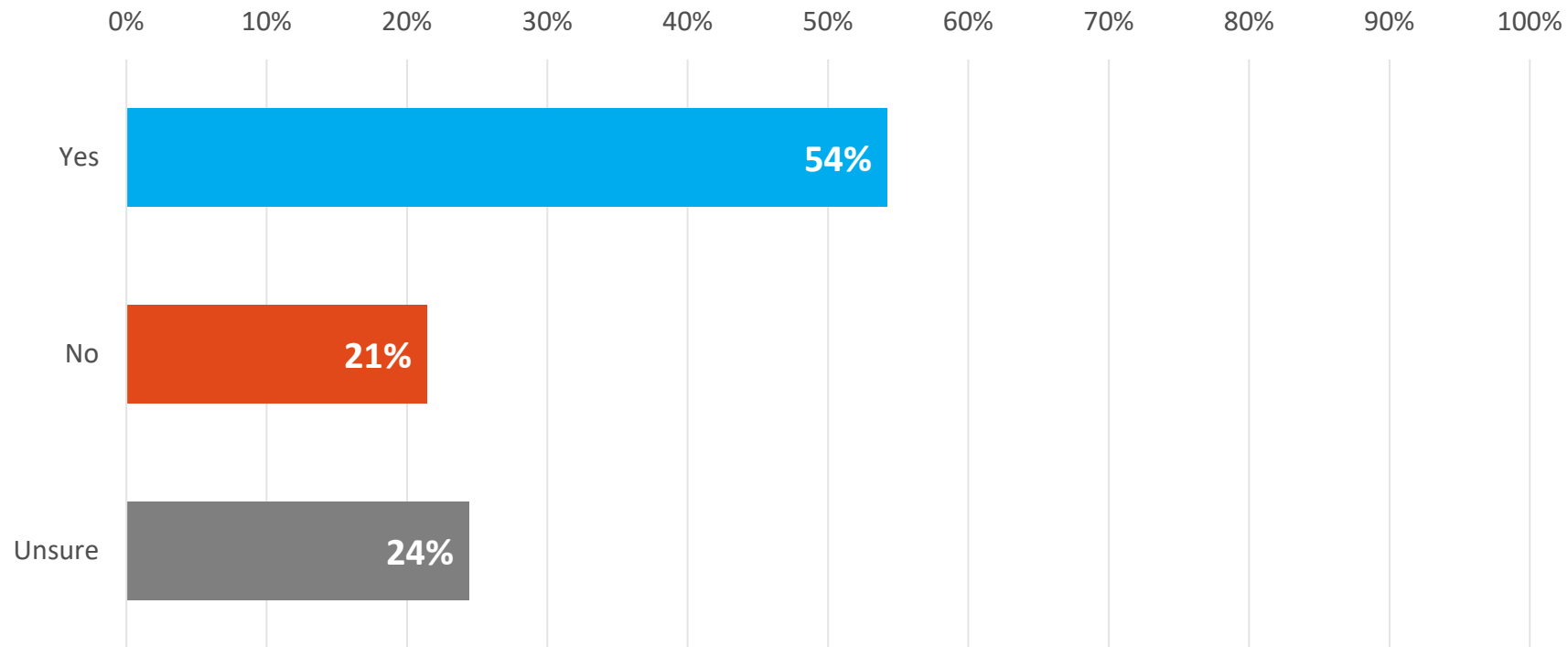


Just over half would be prepared to engage in 'stop work' activities



Would you be prepared to conduct 'stop work' activities, knowing that the AFP will deduct pay for the time spent on these activities?

Base: All participants (n=2,206)

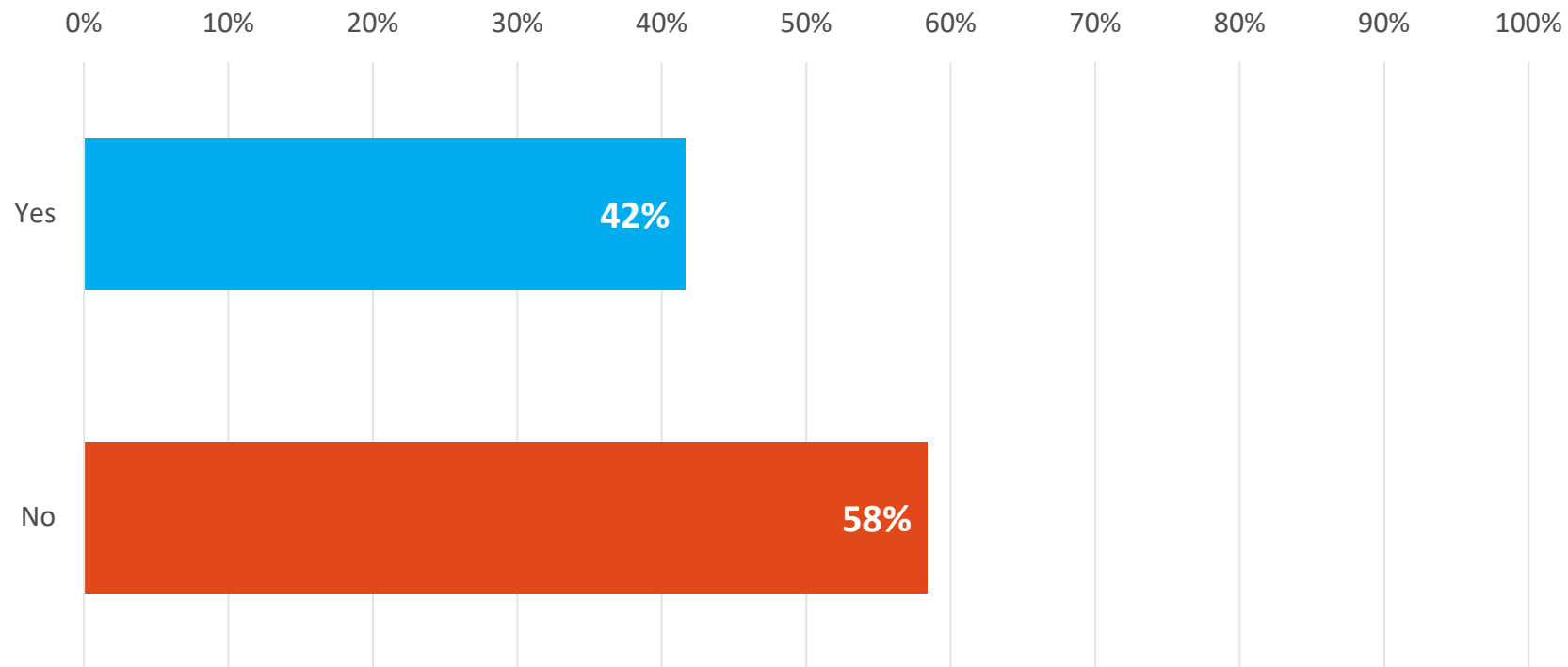


Most were unaware that paid overtime for Support Working Pattern applies to any hours outside 8am and 4pm



Did you know Support Working Pattern are entitled to be paid overtime for any hours worked outside 8am – 4pm?

Base: All participants (n=2,206)

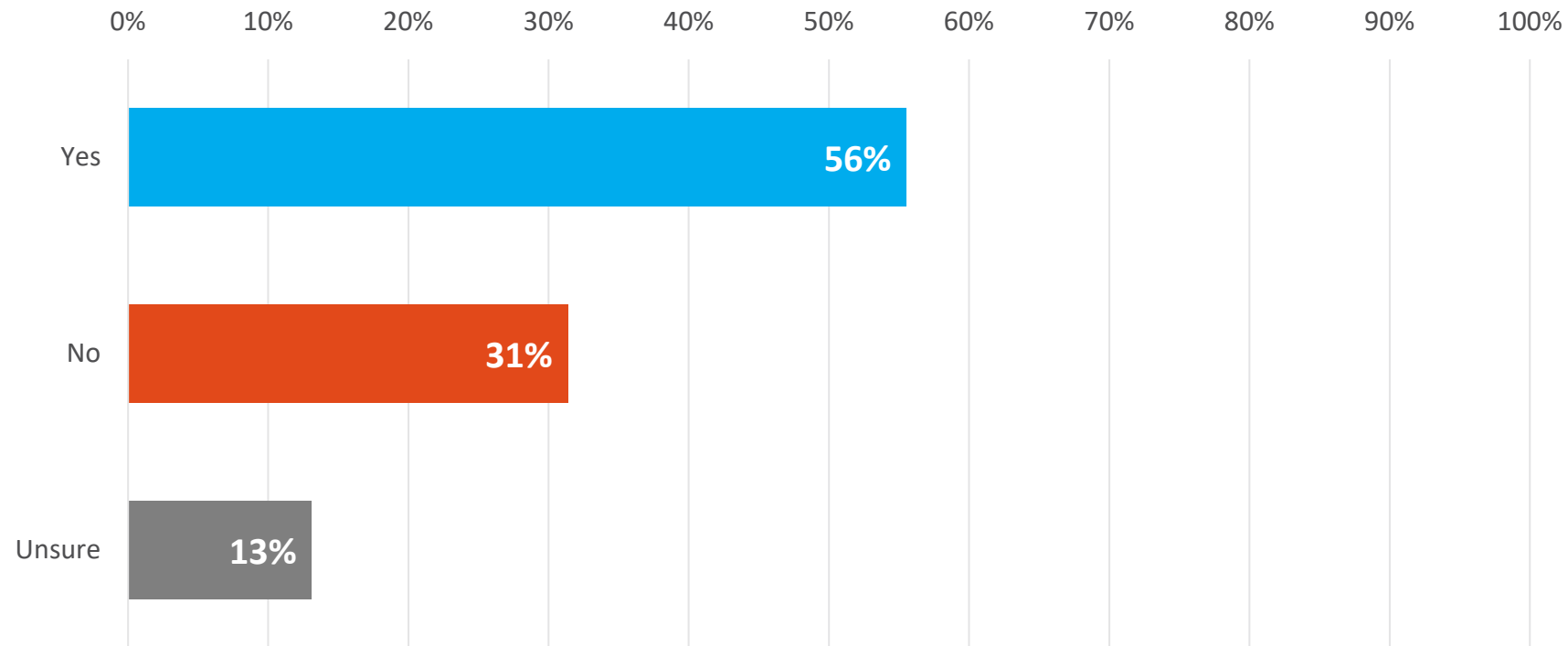


The introduction of unsociable hours allowance is supported by a majority of participants



Do you support the introduction of an unsociable hours allowance for rostered and operations work patterns only?

Base: All participants (n=2,206)

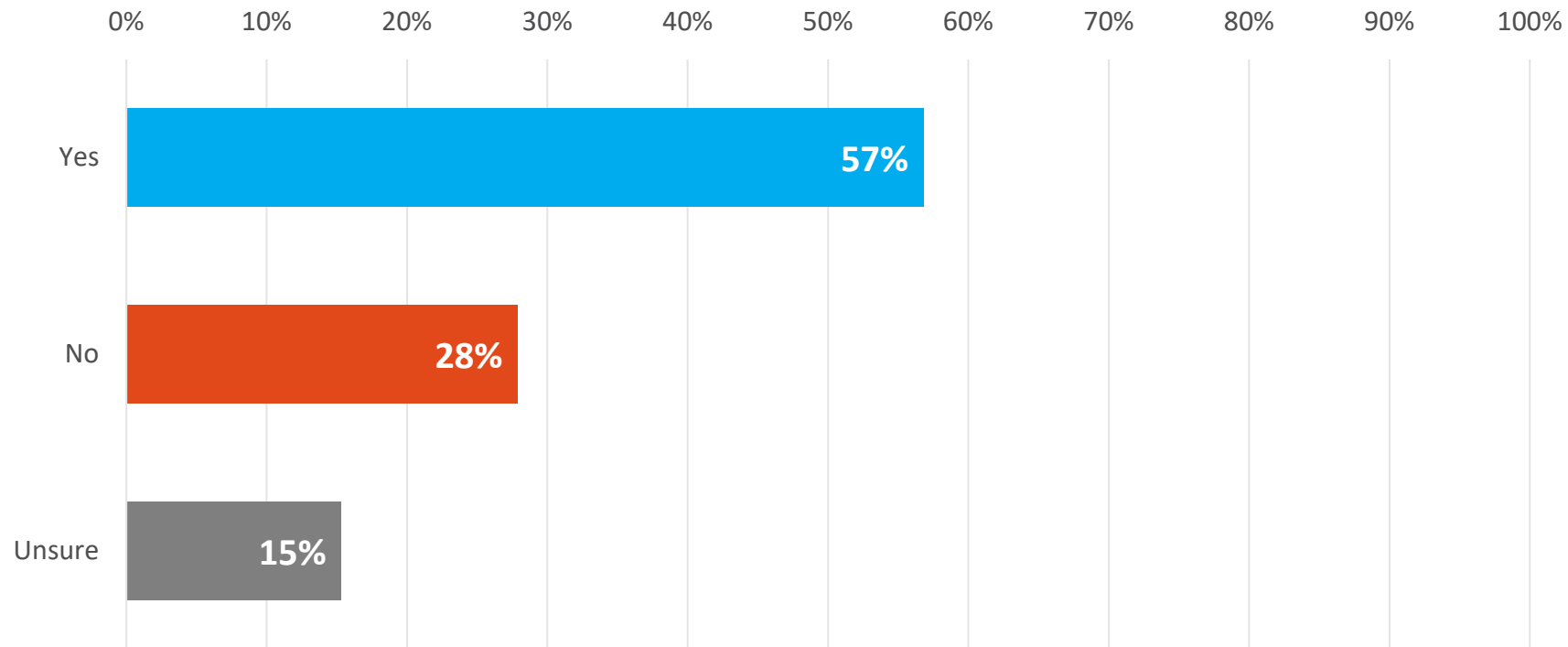


Over half of participants prefer the introduction of unsociable hours allowance (regardless of working pattern)



Would you prefer the introduction of an unsociable hours allowance for all appointees regardless of working pattern?

Base: All participants (n=2,206)

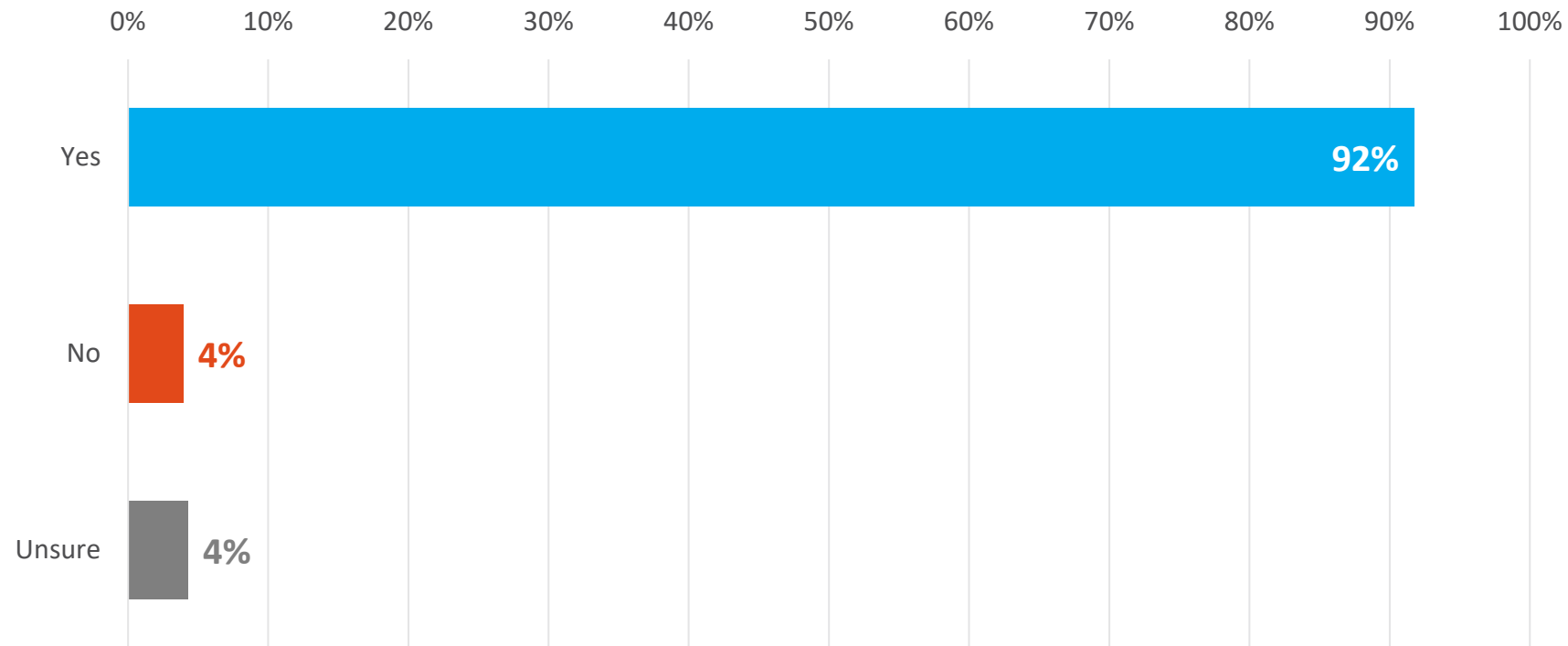


Introduction of a 'use of force' allowance is almost universally supported



Do you support the introduction of a 'use of force' allowance?

Base: All participants (n=2,206)

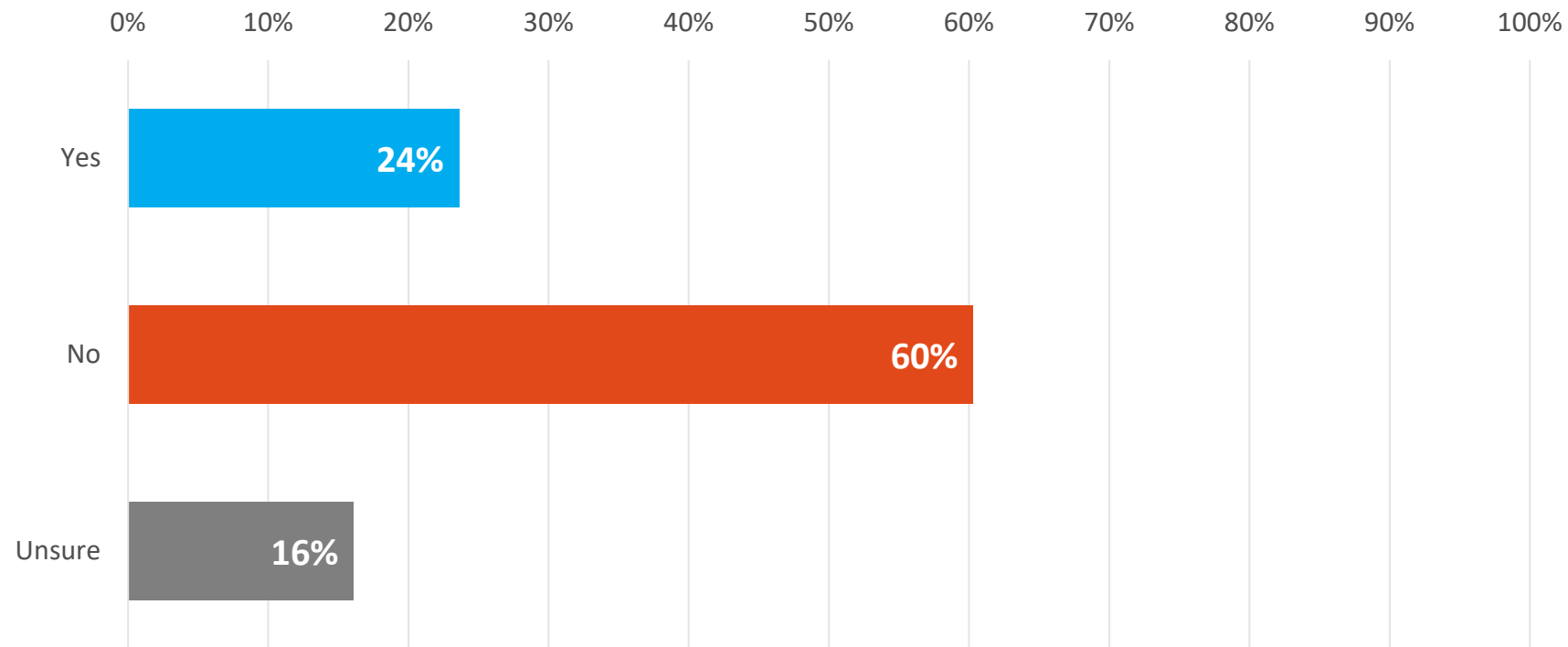


However, most think \$3,000 is too low for this ‘use of force’ allowance



Is \$3,000 (before tax and it does counts towards superannuation) per year acceptable for a ‘use of force’ allowance?

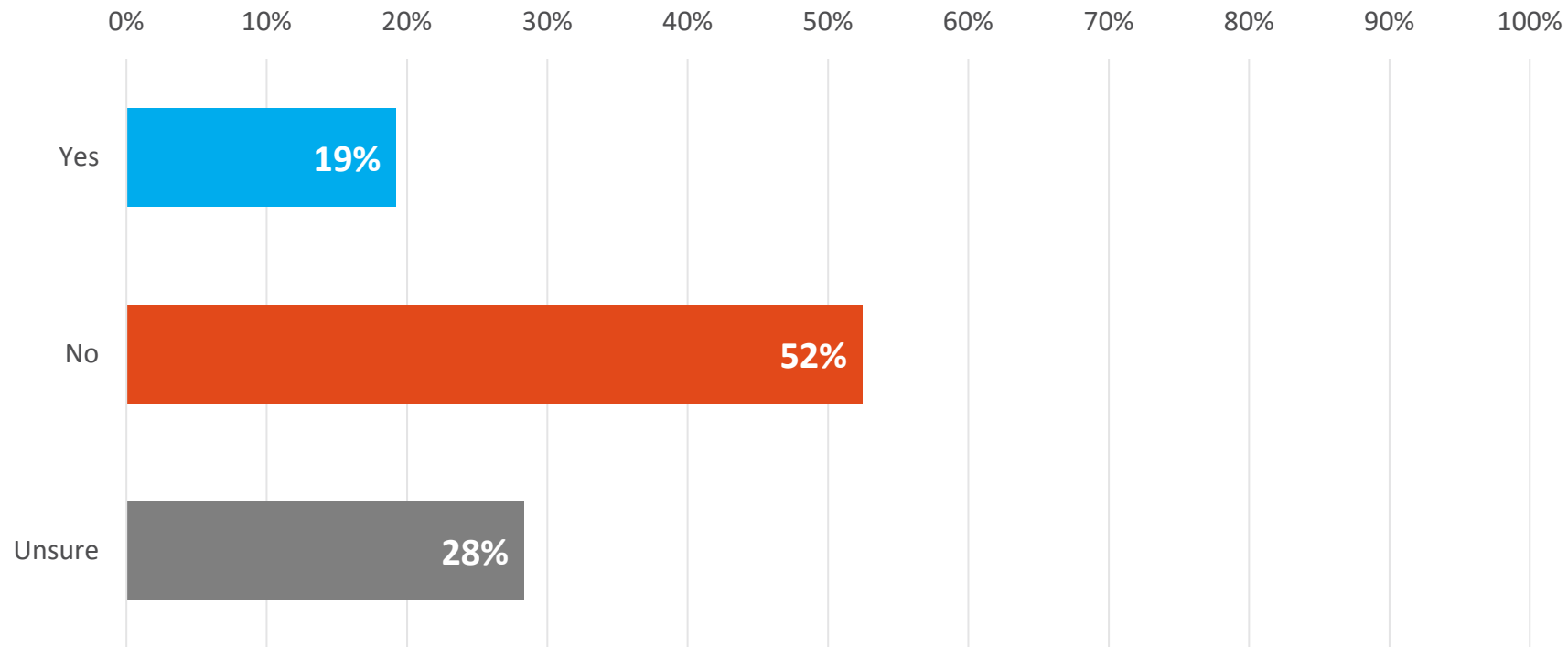
Base: All participants (n=2,206)



There is low support for a higher duties allowance

Do you support the higher duties allowance (HDA), noting that delegates only have the ability to pay HDA, meaning that delegates are not mandated under the proposed EA to pay HDA from day one?

Base: All participants (n=2,206)

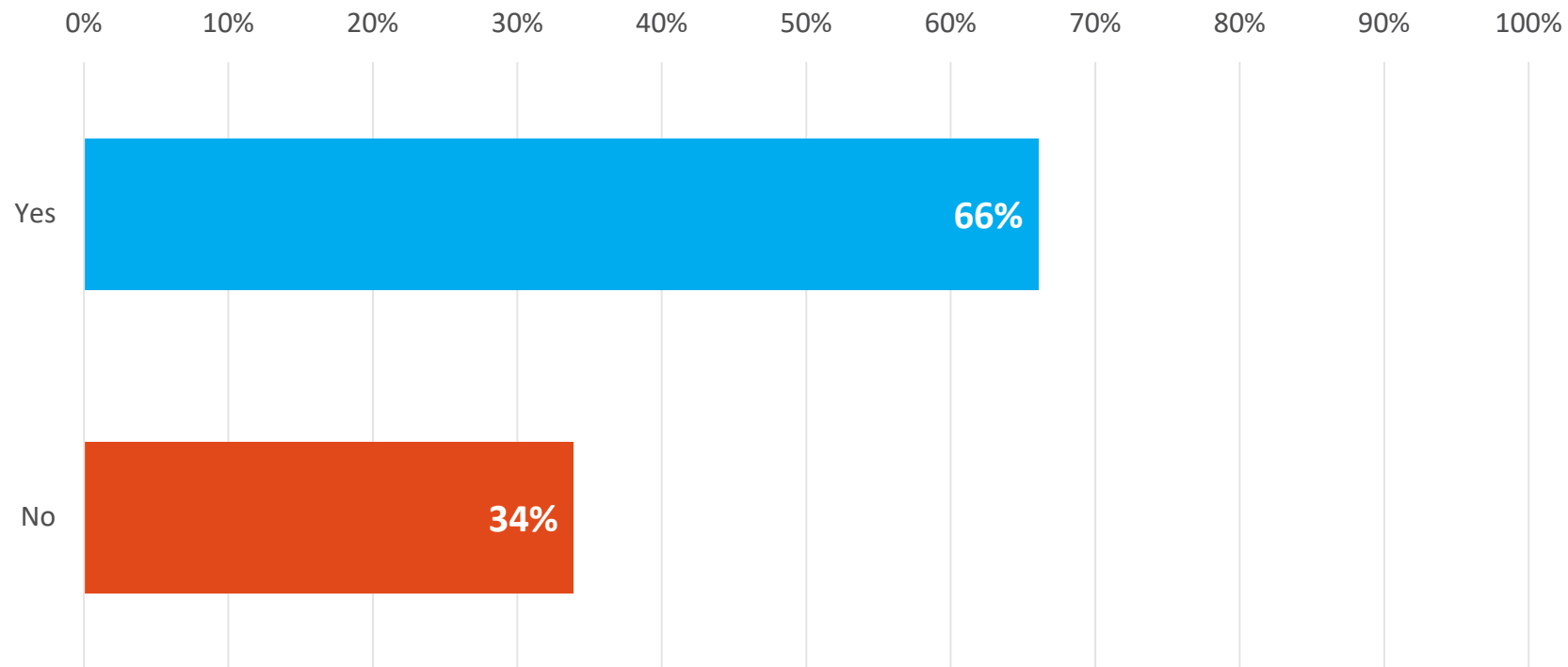


Most are already aware that they are entitled to Family and Domestic Violence Leave



Do you realise that Family and Domestic Violence Leave is a Federal Government initiative, and regardless of the EA outcome, you would be entitled to this leave?

Base: All participants (n=2,206)





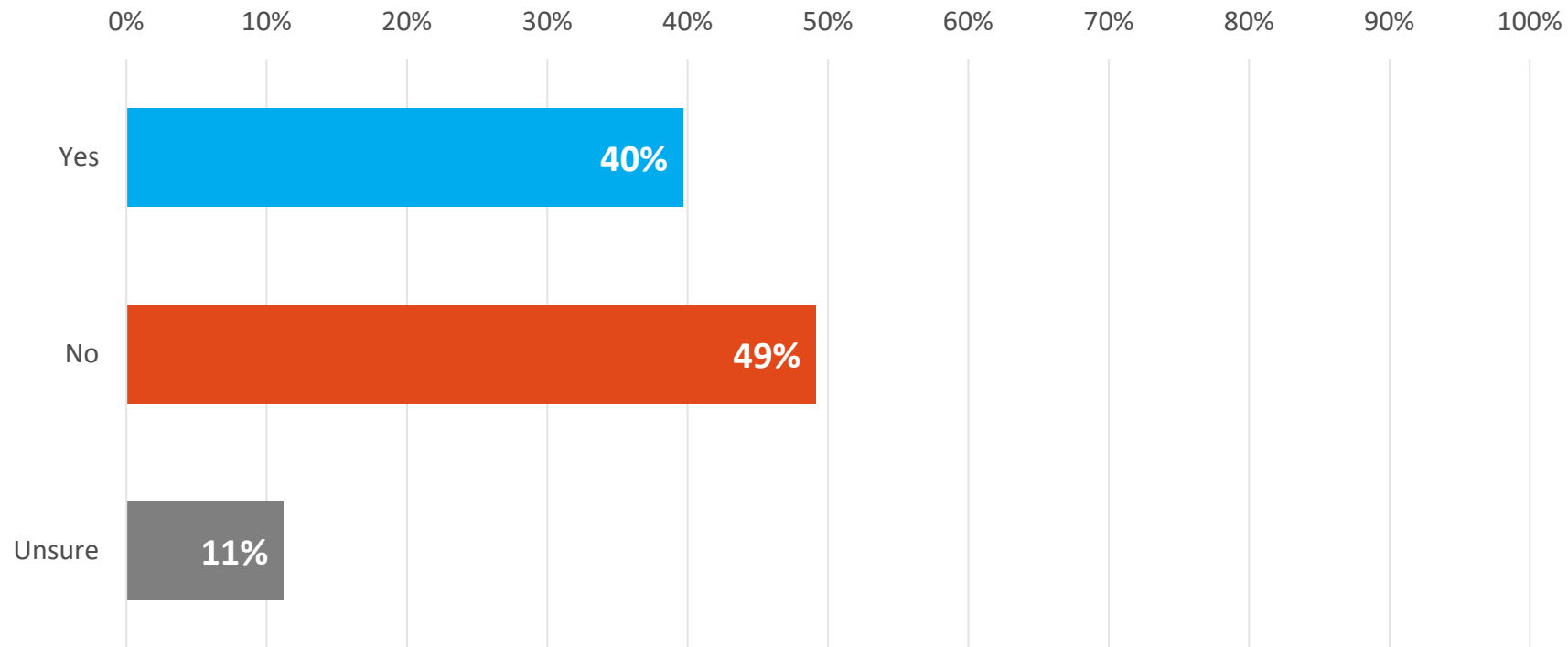
EA process

Half of participants do not feel they are currently able to make an informed decision about how to vote on the proposed EA



Do you believe you have been given enough information and time to make an informed decision about how to vote on the proposed EA?

Base: All participants (n=2,206)

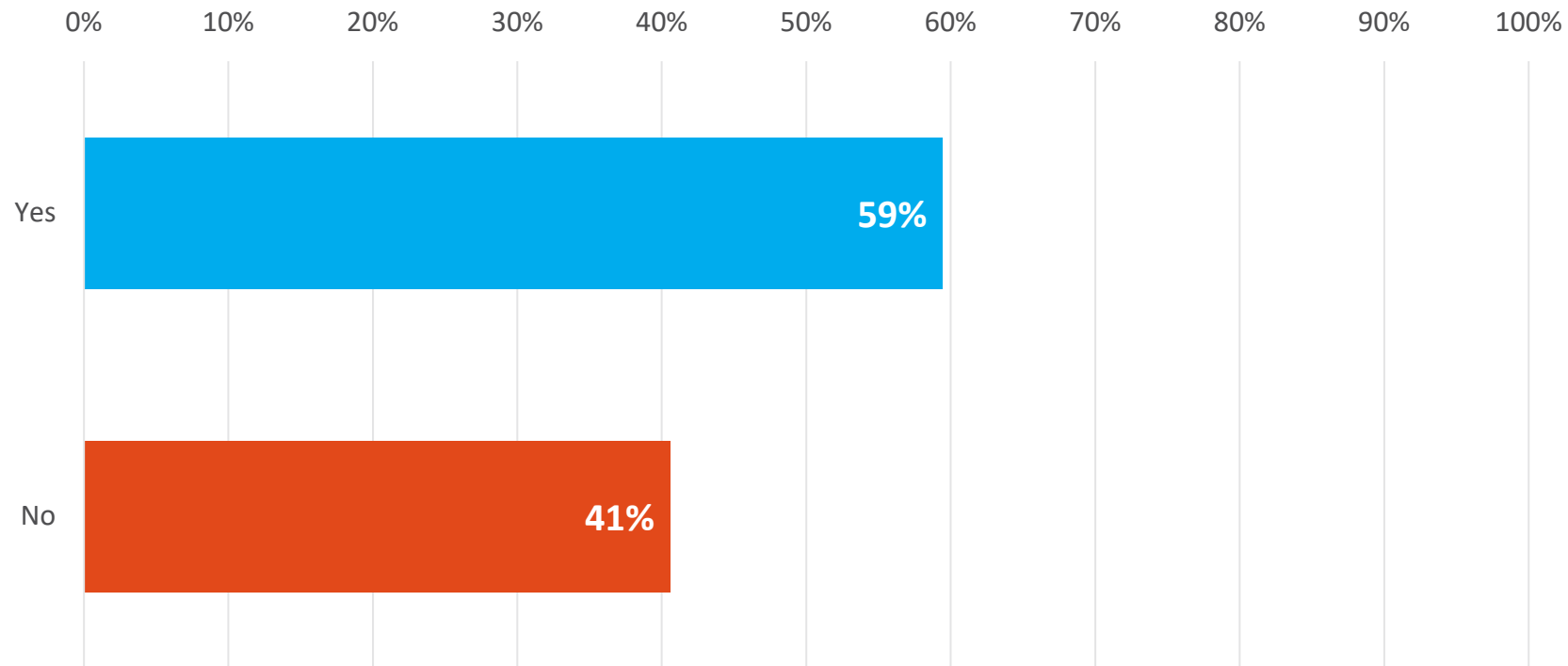


Most are aware of the sign-on payment to Air Services Aviation Firefighters



Do you know that Air Services Aviation Firefighters received a \$6,000 sign-on one-off payment?

Base: All participants (n=2,206)

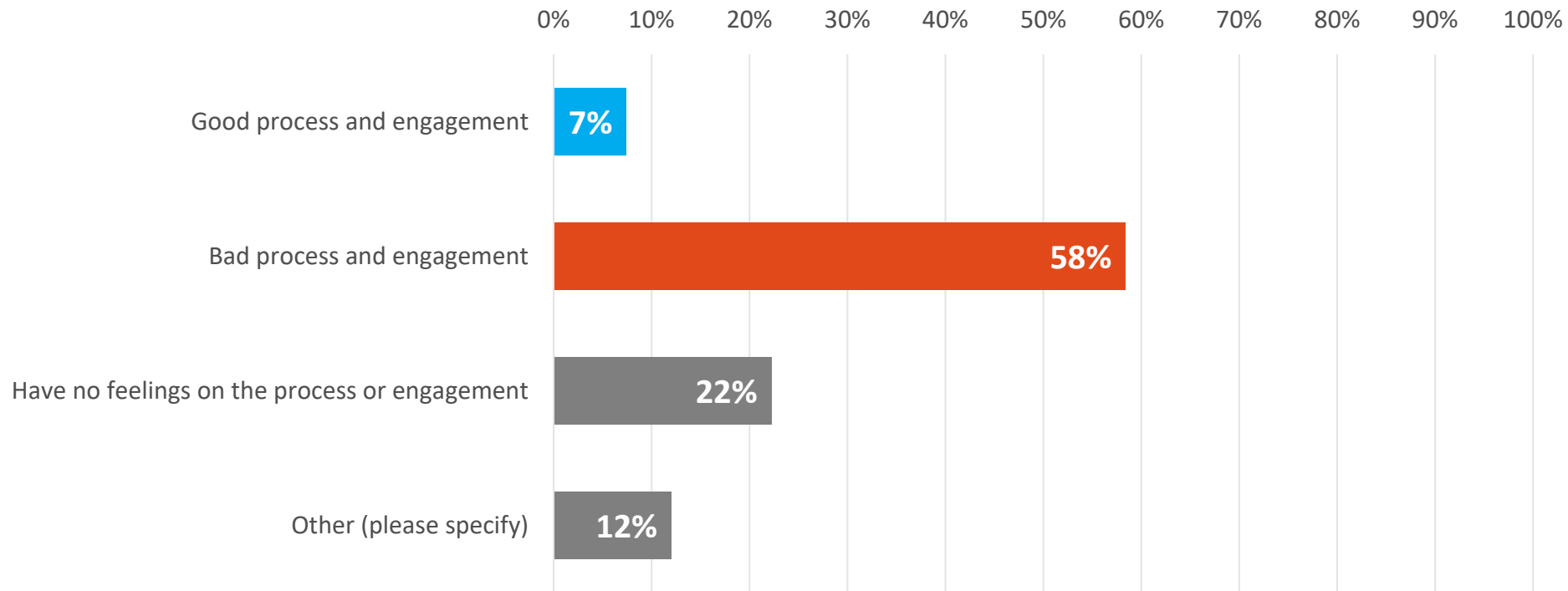


Just 7% of participants think the EA engagement from the AFP has been good



How do you feel about the Enterprise Agreement bargaining process, transparency, and engagement by the AFP?

Base: All participants (n=2,206)



There is a perception that the AFP have represented the interests of government, not AFP employees



How do you feel about the Enterprise Agreement bargaining process, transparency, and engagement by the AFP? **OTHER**

Base: All participants (n=2,206)



AFP have clearly not represented us adequately to Govt to secure funding for reasonable pay.



It can be improved with better transparency and more explanation. The little details and catches in the proposed EA are not explained and left for AFP members to discover.



The AFP has not pushed the Government hard enough to support AFP employees or the separation of AFP from APS bargaining



I believe this process has been a disgusting display by the AFP. The complete lack of support and engagement with government and lack of transparency has highlighted the disregard the AFP and wider Australian government hold the work in.



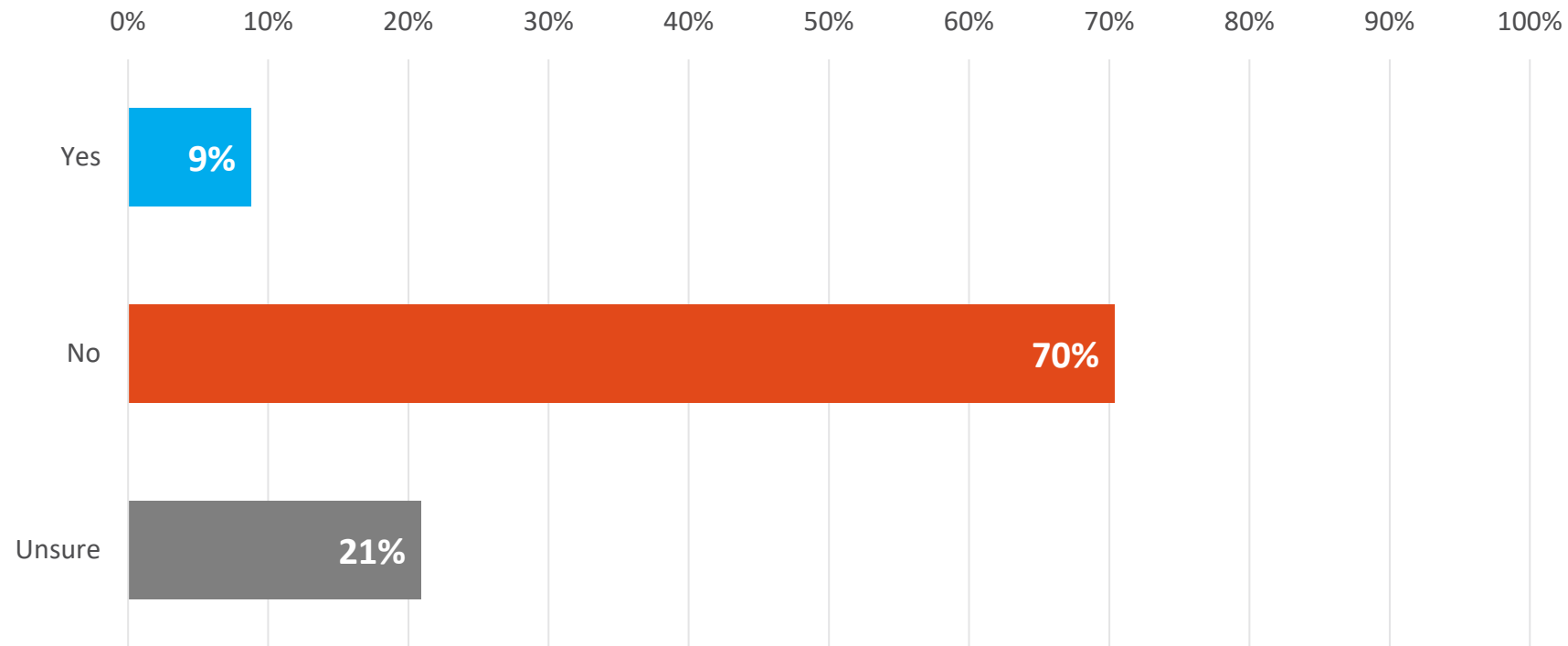
There has been very little transparency as to the representations the AFP has made to the government regarding removing the AFP from the APSC wage policy.

70% do not have confidence in the AFP Executive's ability to lead the organisation



Do you have confidence in the current AFP Executive to lead the organisation into the future?

Base: All participants (n=2,206)

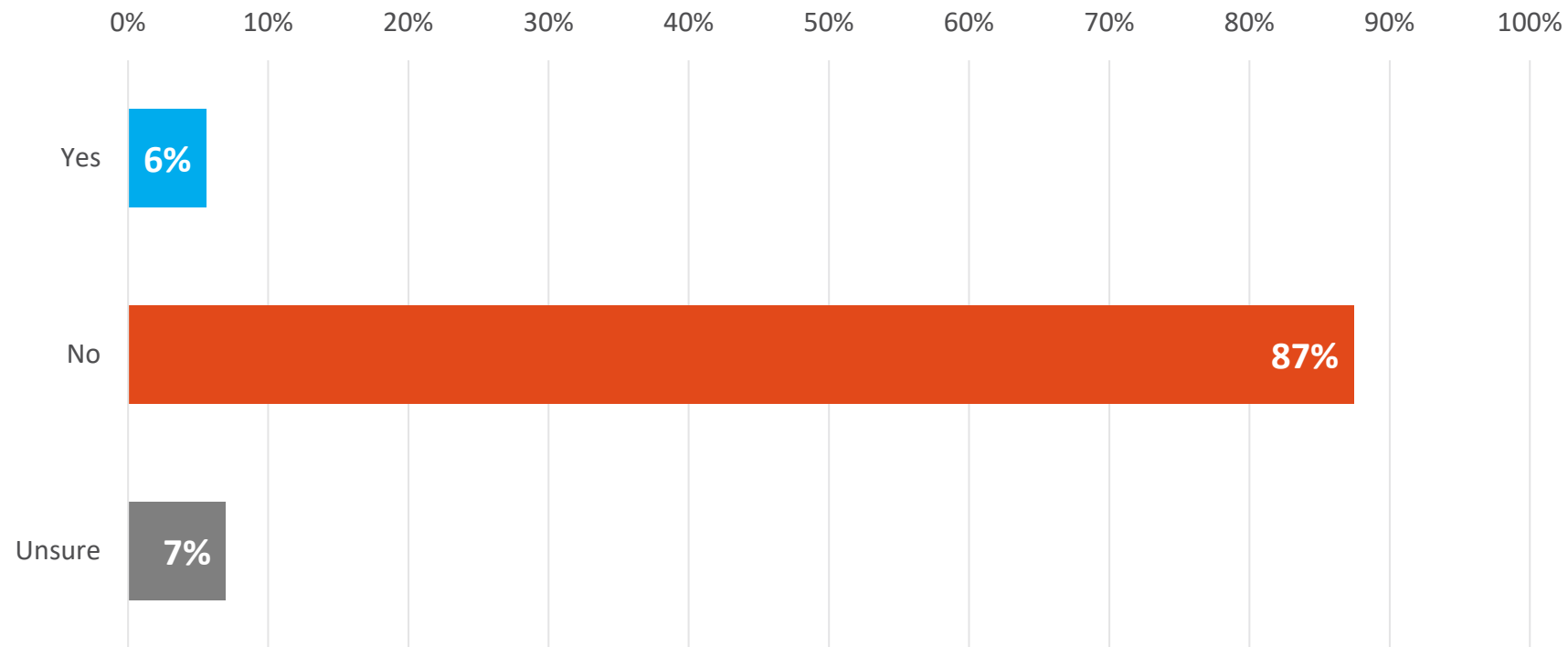


A large majority do not feel respected by the Federal Government



Do you feel the Federal Government respects you and the work you do protecting the community and Australia?

Base: All participants (n=2,206)

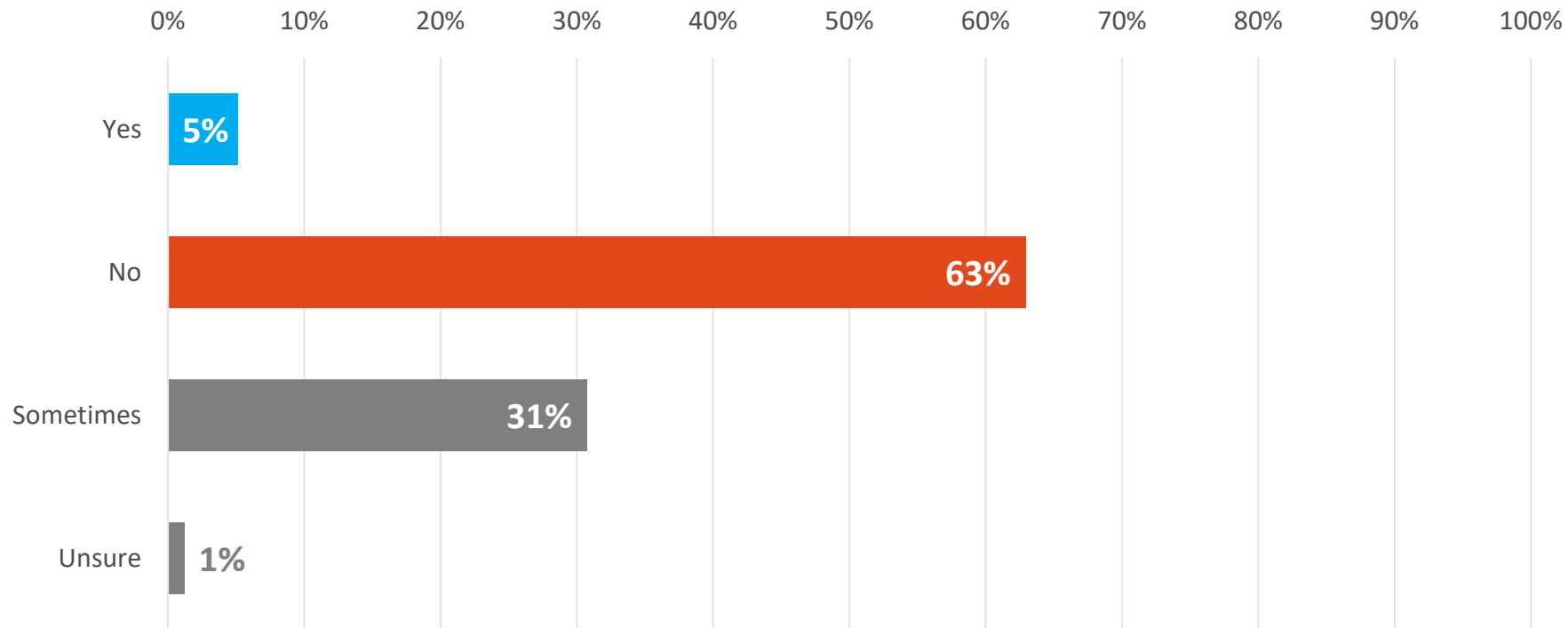


Just 5% of participants always feel valued and supported by the AFP Executive



Do you feel valued and supported by the AFP Executive in your role as an AFP appointee?

Base: All participants (n=2,206)

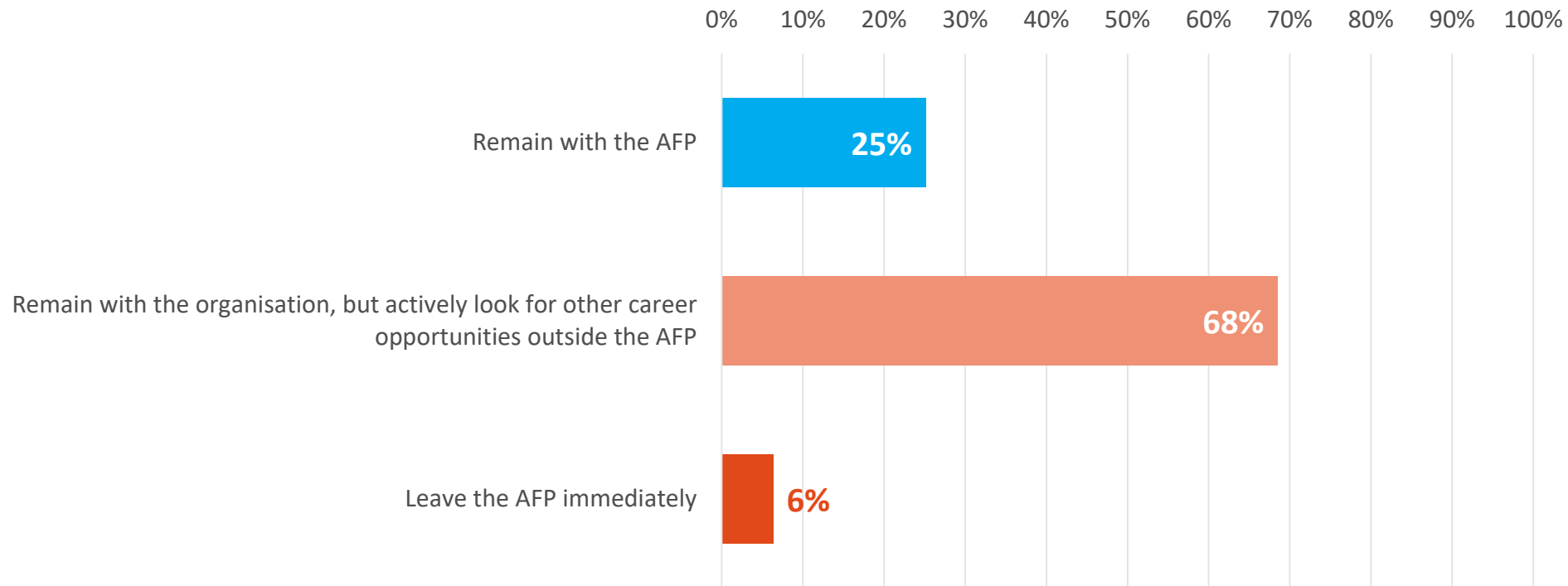


As the offer stands, just 25% of participants would be happy to remain with the AFP



If the proposed EA is successful as the offer stands, what are your intentions regarding working for the AFP?

Base: All participants (n=2,206)





Appendix: Questionnaire Content



AFPA EA Survey

I1 By now you have probably read the email from Commissioner Kershaw regarding the AFP's offer to appointees for a new enterprise agreement (EA).

The AFPA's position is that the AFP, Australian Public Service Commission and Federal Government can do more to support you in the incredibly hard job you do protecting Australia, or supporting those who protect our shores and fight crime.

We now need your help. We need you to tell us how you feel about the proposed EA.

This survey's objective is to give you an opportunity to tell us how you feel. Are you happy or unhappy with the proposal, do you feel you have been provided with enough information to make an informed decisions and do you have confidence in the organisation moving forward.

The results will be shared with you once analysed. The results will also be provided to the AFP and other interest parties such as the media, federal government politicians and will help the AFPA with its strategic direction.

To conduct the survey, you will receive an individual link via email. This link is individualised and cannot be shared with other AFPA members or non-members. If you know someone that isn't a member and they would like to do the survey, please have them request a link via eaafpa@afpa.org.au.

If you have any questions regarding the survey, please do not hesitate to contact the AFPA office via eaafpa@afpa.org.au.

The survey will remain open until COB, Tuesday, 30 April 2024.

Page Break

I2 Thank you for taking the time to be part of this survey. It should take around 5 minutes to complete.

Use your mouse to 'click' the relevant circles or boxes and mark your selections. Some questions require you to type your answers in the space provided.

Please remember:

- When you have completed all questions on the screen, click the '->' button to proceed to the next page.
- None of the responses you give will be directly linked to you as an individual. They are used for statistical purposes only.
- To see the privacy statement, click the link at the bottom of the screen.
- To begin the survey, click on the '->' button below.
- If you need to return to the survey later, click the '->' button and close the webpage. The next time you click on the invite link, it will automatically take you back to the question you were up to.
- There is an option at the end of the survey for you to discuss any matters in more detail.

End of Block: Survey Introduction

Start of Block: Survey Questions

Q1 Do you support the draft Enterprise Agreement as circulated by the AFP?

- Yes (1)
- No (2)
- Haven't seen it (3)

Page Break

Q2 Are you happy with the first offer from the AFP of an 11.2% pay rise over three years (in line with the APS)?

- [Yes](#) (1)
- [No](#) (2)
- Other (please [specify](#)) (3)

- Unsure how I [feel](#) (4)

Page Break _____

Q3 Do you 'support' or 'don't support' the proposed changes to pay [broadbanding](#)?

- I'm a PSO, and I support the proposed [changes](#) (1)
- I'm a PSO, and I **don't support** the proposed [changes](#) (2)
- I'm a sworn officer, and I support the proposed [changes](#) (3)
- I'm a sworn officer, and I **don't support** the proposed [changes](#) (4)
- I'm an unsworn appointee and I support the proposed [changes](#) (5)
- I'm an unsworn appointee and I **don't support** the proposed [changes](#) (6)
- I'm [unsure](#) (7)

Page Break _____

Q19 Would you be prepared to conduct 'stop work' activities, knowing that the AFP will deduct pay for the time spent on these activities?

- [Yes](#) (1)
- [No](#) (2)
- [Unsure](#) (3)

Page Break _____

Q4 Do you support the introduction of an unsociable hours allowance for rostered and operations work patterns only?

- [Yes](#) (1)
- [No](#) (2)
- [Unsure](#) (3)

Page Break _____

Q20 Did you know Support Working Pattern are entitled to be paid overtime for any hours worked outside 8am – 4pm?

- [Yes](#) (1)
- [No](#) (2)

Page Break _____

Q5 Would you prefer the introduction of an unsociable hours allowance for all appointees regardless of working pattern?

- [Yes](#) (1)
- [No](#) (2)
- [Unsure](#) (3)

Page Break

Q6 Do you support the introduction of a 'use of force' allowance?

- [Yes](#) (1)
- [No](#) (2)
- [Unsure](#) (3)

Page Break

Q7 Is \$3,000 (before tax and it does counts towards superannuation) per year acceptable for a 'use of force' allowance?

- [Yes](#) (1)
- [No](#) (2)
- [Unsure](#) (3)

Page Break

Q8 Do you support the higher duties allowance (HDA), noting that delegates **only have the ability to pay HDA**, meaning that delegates **are not mandated under the proposed EA to pay HDA from day one**?

- [Yes](#) (1)
- [No](#) (2)
- [Unsure](#) (3)

Page Break

Q9 Do you ~~realise~~ that Family and Domestic Violence Leave is a Federal Government initiative, and regardless of the EA outcome, you would be entitled to this leave?

- [Yes](#) (1)
- [No](#) (2)

Page Break

Q10 Do you believe you have been given enough information and time to make an informed decision about how to vote on the proposed EA?

- [Yes](#) (1)
- [No](#) (2)
- [Unsure](#) (3)

Page Break



Q21 Do you know that Air Services Aviation Firefighters received a \$6,000 sign-on one-off payment?

- [Yes](#) (1)
- [No](#) (2)

Page Break

Q11 How do you feel about the Enterprise Agreement bargaining process, transparency, and engagement by the AFP?

- Good process and [engagement](#) (1)
- Bad process and [engagement](#) (2)
- Have no feelings on the process or [engagement](#) (3)
- Other (please [specify](#)) (4)

Page Break

Q12 Do you have confidence in the current AFP Executive to lead the [organisation](#) into the future?

- [Yes](#) (1)
- [No](#) (2)
- [Unsure](#) (3)

Page Break

Q13 Do you feel the Federal Government respects you and the work you do protecting the community and Australia?

- [Yes](#) (1)
- [No](#) (2)
- [Unsure](#) (3)

Page Break

Q14 Do you feel valued and supported by the AFP Executive in your role as an AFP appointee?

- [Yes](#) (1)
- [No](#) (2)
- [Sometimes](#) (3)
- [Unsure](#) (4)

Page Break

Q15 If the proposed EA is successful as the offer stands, what are your intentions regarding working for the AFP?

- Remain with the [AFP](#) (1)
- Remain with the [organisation](#), but actively look for other career opportunities outside the [AFP](#) (2)
- Leave the AFP [immediately](#) (3)

Page Break



Q16 Is there anything further you would like to add?

End of Block: Survey Questions

Essential.

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