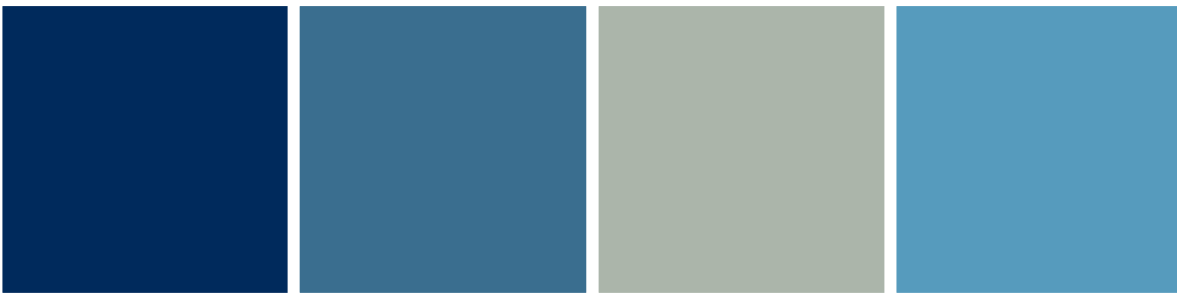


Appendix



This Appendix contains:

- Statistical information about the AFP relating to the operation of the AFP

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PERFORMANCE MEASURES – OUTCOME 1

Table 1: Financial Result 2005–06

Budgeted revenue (\$m)	Actual revenue (\$m)	Actual expense (\$m)	Variance (\$m)
921.241	916.117	910.311	10.930

The total 2005–06 budget for the AFP, as reported in the Portfolio Additional Estimates, was \$1,086.63 million. The final budget, as shown above, takes into account the return of appropriated revenue of \$165.7 million being \$135 million relating to PNG funding and \$30.7m relating to the new aviation security measures.

After the return of appropriated revenue, the AFP achieved a modest variance in actual revenue and actual expenditure, when compared to the adjusted 2005–06 budget. The variance for actual revenue and actual expenses were \$5.124 (0.56%) and \$10.930 million (1.19%) respectively.

The actual revenue and actual expenditure for the 2005–06 year resulted in a modest Net Surplus of \$5.806m, or 0.63% of the adjusted budget.

Table 2: Staff Years Consumed 2005–06

Outcome 1 staffing	2005–06	2004–05
Staff years consumed in Outcome 1	3322.4 ^a	1899 ^b

a. Includes Protective Service staff

b. This figure includes IDG deployment, but only includes AFP employees and not state police

Table 3: Internal Audit Activity 2005–06

SAT Meeting	Performance Audits	Regularity Audits	Other Significant Completed Projects
14 Sep 2005		Cash Handling – Criminal Records Revenue	Reporting of Key Performance Indicators. Project Walsingham Financial Statements.
6 Dec 2005	Regional Assistance Mission to the Solomon Islands (x2) Close Personal Protection	2004-2005 Advance Accounts Financial Statements (x3)	Response to Quality Review of AFP Internal Audit by Institute of Internal Auditors Australia. Contract negotiations for Internal Audit service providers for ongoing co-sourcing arrangements. Input to Standards Australia on AS8001 Fraud and Corruption Control.
22 Feb 2006	Counter Terrorism Information Management Transnational Crime Centre Risk Management	International Deployment Group – Personnel Entitlements Property & Exhibit Registries (x5) Property & Exhibits Consolidated	Provided a professional development seminar to an Internal Audit delegation of the PRC Ministry of Public Security. Induction of two graduate internal auditors. Presentation to Victoria Police Internal Audit Conference. Assisted AFPPS engage PwC re Due Diligence of Alarm Monitoring Contracts. Annual KPI and Strategic Audit Planning discussions with various National Managers. Induction of new Independent SAT Member. Participated in Standards Australia Working Group regarding update of AS8003 – Fraud and Corruption Control. Private Meeting with Independent SAT Members.
31 May 2006	Indonesian Institutionalisation	Facilitative Agreements Under AFP CA 2003-2006 AFPPS Accounts Receivable & GST Commissioner’s Office Cash Handling – Criminal Records Follow Up	Assistance with development of a new property and exhibits control framework. Review of Australian High-Tech Crime Centre governance and risk management. Internal Audit planning retreat. Assisted the following areas in regard to potential use of audit panel: <ul style="list-style-type: none"> • Aviation – Government review of Air Security Officers • Performance & Planning – corporate service benchmarking • Commercial Support – contract compliance reviews, and travel processing • Telephone Intercept Service – general in-house review • ACT Policing – rebasing of revenue exercise • Learning & Development – course costing. Attended Public Sector Audit Managers Group meetings.
	7	15	23

CORPORATE INTEGRITY

Table 4: Complaints and Allegations received in 2005–06 (by source)

Referral Source	Complaints		Allegations	
	Referrals	Percentage	Referrals	Percentage
AFP Internal			303	98.06%
Government Department	5	0.76%		
Media				
Ministerial				
Ombudsman	170	25.76%		
Reported By Public	485	73.48%	6	1.94%
State Police				
Total	660	100.00%	309	100.00%

Table 5: Number of Complaint issues received in 2005–06 (by status and category)

Issue	Completed	Outstanding	Total
Advice	40	27	67
Arrest	36	18	54
Assault	9	2	11
Conduct	28	26	54
Criminal Offence		1	1
Entry and Search	18	9	27
Fraud against the Commonwealth	3	1	4
Harassment	36	15	51
Incivility	128	32	160
Miscellaneous	28	2	30
Misuse of Authority	35	26	61
Neglect Of Duty	173	64	237
Non Complaint	1		1
Practices and Procedures	64	31	95
Property	36	23	59
Traffic	26	9	35
Use of Force/Person	66	31	97
Total	727	317	1044

Footnote: The total number of issues varies from the total number of actual complaints as each referral may comprise a number of separate issues.

Table 6: Results of completed investigations (AFP Complaint issues) 2005–06

Category	A	B	C	D	E	F	G	Total
Advice				1	15	1	23	40
Arrest		2		2	4		28	36
Assault		6				1	2	9
Conduct	1	4	1		9	1	12	28
Criminal Offence								0
Entry And Search				2	2		14	18
Fraud	1	1			1			3
Harassment		4		1	5	2	24	36
Incivility	1			11	93		23	128
Miscellaneous			1	2	5		20	28
Misuse of Authority		3	1	1	9		21	35
Neglect of Duty		6		14	84	3	66	173
Non-Complaint							1	1
Practices and Procedures				4	33	2	25	64
Property		3		3	16		14	36
Traffic				1	18		7	26
Use of Force/Person				10	7	3	46	66
Total	3	29	3	52	301	13	326	727

Footnote: The total number of issues varies from the total number of actual complaints as each referral may comprise a number of separate issues.

- | | |
|-------------------------------------|---|
| A Substantiated | E Conciliation successful |
| B Unsubstantiated | F Withdrawn |
| C Incapable of determination | G Discretion exercised by the Ombudsman not to investigate |
| D Conciliation unsuccessful | |

Table 7: Number of allegation issues received in 2005–06 (by status and category)

Issue	Completed	Outstanding	Total
Advice	1	5	6
Arrest	2		2
Assault	3	7	10
Conduct	70	35	105
Criminal Offence	8	14	22
Entry and Search	3		3
Fraud against the Commonwealth	28	28	56
Harassment	9	24	33
Incivility	4	5	9
Miscellaneous	8	4	12
Misuse of Authority	33	32	65
Neglect Of Duty	31	39	70
Non Complaint	1		1
Practices and Procedures	16	20	36
Property	4	4	8
Traffic	3	8	11
Use of Force/Person	1	5	6
Total	225	230	455

Footnote: The total number of issues varies from the total number of actual allegations as each referral may comprise a number of separate issues.

Table 8: Results of completed investigations (allegation issues) 2005–06

Category	A	B	C	D	E	F	G	Total
Advice		1						1
Arrest				2				2
Assault		3						3
Conduct	31	8	3	19	2		7	70
Criminal Offence	2	3	2				1	8
Entry And Search				3				3
Fraud	5		1	22				28
Harassment	1	3		4			1	9
Incivility				4				4
Miscellaneous	3	1		3			1	8
Misuse of Authority	6	12		8		1	6	33
Neglect of Duty	7	4		20				31
Non-Complaint							1	1
Practices and Procedures	7	4		5				16
Property	1	1		1			1	4
Traffic		1		2				3
Use of Force/Person	1							1
Total	64	41	6	93	2	1	18	225

Footnote: The total number of issues varies from the total number of actual complaints as each referral may comprise a number of separate issues.

- | | |
|-------------------------------------|---|
| A Substantiated | E Reconciliation effected |
| B Unsubstantiated | F Withdrawn |
| C Incapable of determination | G Discretion exercised by the AFP not to investigate |
| D Reconciliation attempted | |

PROHIBITED DRUG TESTING PROGRAMS

Table 9: Prohibited Drug Tests Conducted during 2005–06**

Category	2004–05	2005–06
Mandatory Applicant Testing	627	1439
Mandatory Targeted Testing	2109	2988
Mandatory Investigation & Certain Incident Testing	22	15
Mandatory Contractor Testing	98	92
Totals	2856	4534

**to 30 June 2006

SECURITY CLEARANCES

Table 10: Number of security clearances completed by category

Category	
Restricted	0
Position of Trust	545
Protected	819
Highly Protected/ Confidential	224
Highly Protected/ Secret	0
Highly Protected	716
Confidential	0
Secret	669
Top Secret	424
Total	3397

Footnote: Total number of personnel security vetting matters referred and processed during 2005–06 was 2208. Total figure of 3397 includes carry-over of vetting matters from previous year finalised during 2005–06.

CONSULTANCY SERVICES

Table 11: AFP Consultancy Services 2005–06

Consultant Name	Description	Contract Price	Selection Process (1)	Justification (2)
Acumen Alliance (ACT) Pty Ltd	Review of the Key Expectations of AFP relating to deployment and CMIS	\$62,700.00	Select Tender	B
Acumen Alliance (ACT) Pty Ltd	Compliance Audit of AFP Forensic Services Exhibit Handling	\$13,612.50	Panel	B
SAP Australia Pty Ltd	Consultancy Services SAP Systems	\$65,843.25	Select Tender	A,B,C
Covance Pty Ltd	Provision of statistical and scientific services	\$150,000.00	Select Tender	B
Aspect Organisational Psychologists	Psych assessment of prospective RSIP - Solomon Islands	\$14,300.00	Direct Sourcing	B
Geoffrey R Owens	Independent Review of Operational Activity	\$12,000.00	Direct Sourcing	C
Presence of IT Pty Ltd	Review & Analysis of Learning & Develop. Business activities & Systems requirements	\$77,220.00	Select Tender	A,B,C
Brindella Consulting Pty Ltd	Review the work of the PDF Process	\$77,600.00	Select Tender	B
Chris Morgan	Review of upgrading of AIPM's Distance Education Modules	\$44,000.00	Direct Sourcing	B
Futurebrand FHA Pty Ltd	Provision of AFP Brand Development	\$60,000.00	Direct Sourcing	A,B
Futurebrand FHA Pty Ltd	Provision of AFP Brand Development	\$165,000.00	Direct Sourcing	A,B
PriceWaterhouse Coopers	Audit of Drug and Property holdings	\$28,500.00	Direct Sourcing	A
Chris Farrell Consulting Pty Ltd	Internal AFP survey	\$59,138.20	Select Tender	B,C
Hudson Global Resources Pty Ltd	Internal AFP survey	\$22,720.00	Select Tender	A,B,C
Ramez Jaja Sanber	Provision of research assistance to academic research	\$10,500.00	Direct Sourcing	A
Chandler MacLeod Group - J Simmons	Technical advice re design, construction and delivery of police boats	\$66,500.00	Direct Sourcing	A, B
Acumen Alliance (ACT) Pty Ltd	To review and report on the current organisational structure for information services	\$16,500.00	Select Tender	C
Acumen Alliance (ACT) Pty Ltd	Audit of ACT handgun buyback scheme	\$14,091.92	Panel	B
Acumen	Compliance Audit of Commissioner's Office	\$13,612.50	Panel	B

Table 11: Consultancy Services 2005–06 continued

Consultant Name	Description	Contract Price	Selection Process (1)	Justification (2)
Presence of IT Pty Ltd	Review of the AFP SAP Employee Self Service (ESS) system	\$74,725.00	Direct Sourcing	C
Gartner Australasia Pty Ltd	Provision of a GAP analysis of IT Strategy & Architecture Roadmap	\$52,800.00	Direct Sourcing	B
KPMG	Performance Audit of AFPPS ACCS receivable & Tax	\$35,000.00	Panel	B
Masters Le Mesurier	Compliance Audit of Facilitative Agreements under CA	\$23,793.00	Panel	B
PriceWaterhouse Coopers	Compliance Audit of ACT Police in court orders	\$38,511.00	Panel	B
PriceWaterhouse Coopers	Compliance Audit of ACT (Public) firearms Registry	\$28,644.00	Panel	B
PriceWaterhouse Coopers	Compliance Audit of property & exhibits practices ACT policing	\$23,925.00	Panel	B
KPMG	Compliance Audit of Travel - IS	\$11,550.00	Panel	B
KPMG	Compliance Audit of Travel - IDG	\$11,550.00	Panel	B
KPMG	Preliminary study of financial processes & systems	\$10,450.00	Panel	B
GHD Management Engineering	WPC feasibility study	\$88,220.00	Open Tender	B
Victorian Institute of Forensic Medicine	Victorian Institute of Forensic Medicine	\$330.00	Direct Sourcing	C
D Barclay	Analytical services to ACTPOL	\$60,000.00	Direct Sourcing	B
KPMG	Performance Audit of AFP Travel	\$46,750.00	Panel	B
Len Early Pty Ltd	Conduct an assessment of the strategic financial position of the AFP.	\$44,000.00	Direct Sourcing	A, B, C
Total		\$1,524,086.37		

Selection Process Codes

Open tendering:	A procurement procedure in which a request for tender is published inviting all business that satisfy the conditions of participation to submit tenders. Public tenders are sought from the marketplace using national and major metropolitan newspaper advertising and the Australian Government AusTender internet site.
Select tender:	A procurement procedure in which the procuring agency selects which potential suppliers are invited to submit tenders. Tenders are invited from a short list of competent suppliers.
Direct sourcing:	A form of restricted tendering, available only under certain defined circumstances, with a single potential supplier or suppliers being invited to bid because of their unique expertise and/or ability to supply the goods and/or services sought.
Panel:	An arrangement under which a number of suppliers, usually selected through a single procurement process, may each supply property or services to an agency as specified in the panel arrangements. Tenders are sought from suppliers that have pre-qualified on the agency panels to supply to the government. This category includes standing offers and supplier panels where the consultant offers to supply goods and services for a pre-determined length of time, usually at a pre-arranged price.

Reasons Engaged Codes

A	Skills currently unavailable within agency
B	Need for specialised or professional skills
C	Need for independent research or assessment

ADVERTISING AND MARKET RESEARCH

Table 12: Advertising and Market Research 2005–06

Advertising organisations Company Name	Amount \$
2B Advertising and Design	9,136.00
Fresh Creative Design Pty Ltd	9,000.00
Spectrum Graphics	16,500.00
Total Advertising Organisations	34,636.00
Market research and polling organisations	
No market research was undertaken in 2005–06	Nil
Total Market Research and Polling Organisations	Nil
Direct Mail Organisations	
Canberra Mailing & Envelopes	9,462.54
Total Direct Mail Organisations	9,462.54
Media and Advertising Organisations	
Canberra FM Radio Pty Ltd	1 11,476.41
Federal Capital Press Pty Ltd	14,359.09
HMA Blaze Pty Ltd	103,954.36
Hudson Global Resources	522,444.42
National Promotions Pty Ltd	68,812.48
OPC Pty Ltd	15,792.68
Prime Television (SOUTHERN) Pty Ltd	13,594.00
Val Morgan & Co (Aust) Pty Ltd	7,260.00
WIN Television Pty Ltd	4,987.00
Total Media and Advertising Organisations	862,680.44
Total Advertising and Marketing	906,778.98

* Denotes information that may be reportable under both Consultancy Services and Advertising and Market Research.

FREEDOM OF INFORMATION

AFP (pursuant to s.8(1) of the *Freedom of Information Act 1982*)

This functional statement is published to meet the requirements of section 8 of the *Freedom of Information Act 1982* (the FOI Act). The decision-making powers of the AFP that directly affect the public are vested in the office of constable, an office held by all sworn members of the AFP, regardless of their administrative rank. The functions and powers of AFP members are set out in the *Australian Federal Police Act 1979* and include the provision of police services to the Commonwealth and the Australian Capital Territory. The corporate overview of this report (Chapter 1) provides information relating to the organisation and functions of the AFP.

Any non-Commonwealth organisation or person interested in participating in the formulation of policy or the administration of a scheme by the AFP should write to the Minister for Justice and Customs or the Commissioner of the AFP.

The AFP releases documents pursuant to the FOI Act, the *Privacy Act 1988* and AFP Regulations, while many documents are made available to the public via the AFP's Internet web site. Details of the requests for information received by the AFP during the financial year are as follows:

Table 13: AFP Information Requests

Category	2005-06	2004-05
Freedom of Information	184	198
Requests for documents – offences against the person	391	469
Requests for documents – accidents	2727	3758
Requests for documents – offences against property	298	50
Subpoena or Summons	339	355
Totals	3939	4830

Figures to 30 June 2006

FOI procedures and contact points

Requests for access to documents under the FOI Act and requests for internal reviews of decisions made under the FOI Act, should be addressed to:

The Freedom of Information Team
Australian Federal Police
GPO Box 401
Canberra ACT 2601

Requests for access to documents held by the AFP should include the following details: the applicant's full name, date of birth and address; and a detailed description of the documents requested. Requests can be delivered to any AFP office or forwarded directly to the AFP Freedom of Information Team.

An application fee of \$30.00 applies to all requests made under the FOI Act, and there are further charges for processing applications. An application fee of \$40.00 applies to all applications for internal review of decisions made under the Act. Fees and charges may be reduced or remitted for reasons

including that payment would result in financial hardship to the applicant, or that the provision of access to the documents is in the public interest. The team leader of the AFP's FOI Team is authorised pursuant to s.23 of the FOI Act to make decisions concerning fees and charges, as well as the release or exemption of documents under the FOI Act.

Should an applicant apply to view original documents held by the AFP, facilities will be made available, where possible, at the AFP office closest to the applicant's residential address. Alternatively, people living interstate can contact the AFP offices located in the capital cities. Addresses and telephone numbers are listed on page iii.

Further information regarding any FOI matter can be obtained by phoning the FOI Team on (02) 6246 2112. There are different fees payable to access documents not covered by the FOI Act. For information about obtaining a copy of a motor vehicle accident or an incident report relating to a property offence, telephone (02) 6202 3243. For information about obtaining an incident report relating to an offence against the person, telephone (02) 6245 7435. Payment may be made to the Receiver of Public Monies. For information about obtaining a character check or criminal and traffic conviction report, telephone (02) 6202 3333.

CATEGORIES OF DOCUMENTS

The AFP maintains the categories of documents listed below in a variety of formats. Some of these documents, along with information on the AFP's organisation, structure and activities, can be found on the Internet at <www.afp.gov.au>.

The documents include:

- accounting and budgetary records, including estimates, claims, payment records etc, held on files, in folders, on cards and in computer readable form
- annual plans for internal audit activity
- briefing papers and submissions prepared for the Attorney-General and the Minister for Justice and Customs
- control registers concerning purchasing, official telephones, stores, assets, travel and internal services
- copies of computer hardware and software purchase and maintenance contracts
- correspondence on questions asked in parliament, together with related replies
- correspondence received, including Ministerial correspondence
- court documents and associated statements
- crime statistics and criminal investigation reports and associated documents
- forensic analysis reports (fingerprints, document examination and scientific) and associated documents
- general correspondence and files
- internal control records, including working statistics and monthly reports
- lost property reports and associated documents
- Ministerial Directions in accordance with the AFP Act

- operational records covering infringement notices, statistics and associated reports
- organisation and staffing records, both manual and computerised, including organisation proposals, organisation
- charts, duty statements, lists of staff and establishment, position occupancy records
- personal records for all officers for whom standard personnel services are provided
- policy documents, including recommendations and decisions
- press statements and media releases
- procedures, instructions and guidelines
- register of relevant Cabinet decisions and submissions
- reports and associated working papers resulting from internal audit reviews
- reports to the coroner (death and fire)
- staff recruitment campaign records
- subject indexes, nominal indexes and inward correspondence registers relating to departmental files.

Documents available free of charge upon request

A range of publications are available to members of the public free of charge. These include: the AFP Annual Report, ACT Policing Annual Report, AFP Agency budget statements and AFP Corporate Directions 2001–04.

Services and documents available for a fee.

A list of services and documents available for a fee is available on the AFP web site at:

<www.afp.gov.au/services>

People Strategies

Table 14: AFP Senior Executive 2005–06

Executive	Management	AFP Sworn	AFP Unsworn	Grand Total
Deputy Commissioner Operations	Output 1.1	22	3	25
	Output 1.2	3	1	4
	Output 1.3	5	1	6
Deputy Commissioner Operations Total		30	5	35
Chief of Staff	Chief of Staff Office	1	0	1
	Marketing & Communication	0	1	1
	Policy & Strategic Planning	0	1	1
	Performance & Planning	1	0	1
	High-Tech Crime Centre	1	0	1
Chief of Staff Total		3	2	5
Chief Operating Officer	Chief Operating Officer - COO	0	2	2
	National Manager Human Resources	3	2	5
	Finance & Commercial	0	2	2
	Information Services	1	2	3
	National Manager Forensic & Technical	1	2	3
Chief Operating Officer Total		5	10	15
Chief Police Officer - ACT	ACT Policing	3	1	4
Chief Police Officer - ACT Total		3	1	4
Grand Total		41	18	59

Note: 3 SES paid by the AFP are engaged in senior policing roles in Pacific Island police forces

Table 15: AFP Geographical distribution 2005–06

Location	Sworn			Unsworn			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Australian Capital Territory	1159	297	1456	622	760	1382	1781	1057	2838
Commonwealth Territories	13	3	16	5	4	9	18	7	25
New South Wales	486	103	589	54	60	114	540	163	703
Northern Territory	84	11	95	0	7	7	84	18	102
Overseas Posts	381	55	436	42	34	76	423	89	512
Queensland	255	52	307	24	41	65	279	93	372
South Australia	65	19	84	2	11	13	67	30	97
Tasmania	16	3	19	2	1	3	18	4	22
Victoria	342	90	432	27	50	77	369	140	509
Western Australia	195	24	219	14	22	36	209	46	255
Grand Total	2996	657	3653	792	990	1782	3788	1647	5435

Source: EIS 30/06/2006

Table 16: Ongoing and non-ongoing and casual staff at 30 June 2006

Employee Group	2005–06	2004–05	Difference	Change
AFP Permanent Full-time	3657	3310	347	10.50%
AFP Permanent Part-time	160	142	18	0.10%
AFP Temporary Full-time	139	125	14	0.10%
AFP Temporary Part-time	19	19	0	0.00%
AFP Casual	10	5	5	0.00%
AFP Seconded Paid	3	0	3	0.00%
AFP Total	3988	3601	387	10.70%
PS Permanent Full-time	1414	n/a		
PS Permanent Part-time	17	n/a		
PS Temporary Full-time	13	n/a		
PS Temporary Part-time	3	n/a		
PS Casual	0	n/a		
PS Seconded Paid	0	n/a		
PS Total	1447			
Grand Total	5435			

Source: EIS 30/06/2006

Table 17: Salary ranges available to AFP employees 2005–06

AFP BAND	PAY POINT	PREVIOUS GRADE	BASE SALARY AT 1 JULY 2003	SALARY AS AT		
				12/11/2003 PLUS 4 %	12/11/2004 PLUS 4%	12/11/2005 PLUS 4%
1	1.1	3.2	\$29,009	\$30,169	\$31,376	\$32,631
	1.2	3.3/4.1	\$30,029	\$31,230	\$32,479	\$33,779
	1.3	4.2	\$31,124	\$32,369	\$33,664	\$35,010
	1.4	4.3	\$32,221	\$33,510	\$34,850	\$36,244
2	2.1	5.1	\$32,221	\$33,510	\$34,850	\$36,244
	2.2	5.2	\$33,467	\$34,806	\$36,198	\$37,646
	2.3	5.3/6.1	\$34,680	\$36,067	\$37,510	\$39,010
	2.4	6.2	\$35,983	\$37,422	\$38,919	\$40,476
	2.5	6.3	\$37,434	\$38,931	\$40,489	\$42,108
3	3.1	7.1	\$37,434	\$38,931	\$40,489	\$42,108
	3.2	7.2	\$38,957	\$40,515	\$42,136	\$43,821
	3.3	7.3/8.1	\$40,479	\$42,098	\$43,782	\$45,533
	3.4	8.2	\$42,094	\$43,778	\$45,529	\$47,350
	3.5	8.3	\$43,706	\$45,454	\$47,272	\$49,163
4	4.1	9.1	\$43,706	\$45,454	\$47,272	\$49,163
	4.2	9.2	\$45,490	\$47,310	\$49,202	\$51,170
	4.3	9.3/10.1	\$47,271	\$49,162	\$51,128	\$53,173
	4.4	10.2	\$49,242	\$51,212	\$53,260	\$55,391
	4.5	10.3	\$51,380	\$53,435	\$55,573	\$57,796
5	5.1	11.1	\$51,380	\$53,435	\$55,573	\$57,796
	5.2	11.2	\$53,523	\$55,664	\$57,890	\$60,206
	5.3	11.3	\$55,661	\$57,887	\$60,203	\$62,611
6	6.1	12.1	\$55,661	\$57,887	\$60,203	\$62,611
	6.2	12.2	\$58,538	\$60,880	\$63,315	\$65,847
	6.3	12.3	\$61,413	\$63,870	\$66,424	\$69,081
7	7.1	13.1	\$61,413	\$63,870	\$66,424	\$69,081
	7.2	13.2	\$63,594	\$66,138	\$68,783	\$71,535
	7.3	13.3	\$65,776	\$68,407	\$71,143	\$73,989
8	8.1	14.1	\$65,776	\$68,407	\$71,143	\$73,989
	8.2	14.2	\$68,684	\$71,431	\$74,289	\$77,260
	8.3	14.3	\$71,595	\$74,459	\$77,437	\$80,535
9	9.1	15.1	\$71,595	\$74,459	\$77,437	\$80,535
	9.2	15.2	\$74,807	\$77,799	\$80,911	\$84,148
	9.3	15.3/16.1	\$78,018	\$81,139	\$84,384	\$87,760
	9.4	16.2	\$81,532	\$84,793	\$88,185	\$91,712
	9.5	16.3	\$85,046	\$88,448	\$91,986	\$95,665

Table 18: Senior Executive Performance Bonus Payments

	Amount	Number
SES Level 3	\$20,000	2
SES Level 2	\$95,500	12
SES Level 1	\$125,250	21
Total	\$240,750	35

Please note that these performance bonuses were paid during the 2005–06 Financial Year relating to performance during the 2004–05 Financial Year.

Table 19: Years of Service

Personnel Area	Executive	Service Group							Grand Total
		0 yrs	01-05 yrs	06-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	26+ yrs	
AFP Sworn	Deputy Commissioner Operations	85	343	313	146	244	186	151	1468
	Chief of Staff	0	7	18	6	12	4	5	52
	Chief Operating Officer	1	28	34	32	51	51	25	222
	Chief Police Officer - ACT	66	294	100	27	54	62	51	654
	Protective Service	98	778	140	74	126	32	9	1257
AFP Sworn Total (250	1450	605	285	487	335	241	3653
AFP Unsworn	Deputy Commissioner Operations	163	255	95	41	42	6	7	609
	Chief of Staff	14	22	11	2	5	0	1	55
	Chief Operating Officer	226	314	97	47	47	25	10	766
	Chief Police Officer - ACT	41	92	12	6	9	2	0	162
	Protective Service	70	92	19	5	3	1	0	190
AFP Unsworn Total		514	775	234	101	106	34	18	1782
Grand Total		764	2225	839	386	593	369	259	5435

Source: EIS 30/06/2006

Table 20: AFP Workforce Composition 2005–06

Band	Sworn			Unsworn			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
TPSO	0	0	0	49	5	54	49	5	54
PSO 1	66	9	75	0	0	0	66	9	75
PSO2	8	1	9	0	0	0	8	1	9
SPSO	6	0	6	0	0	0	6	0	6
AFR PSO 1	795	65	860	0	0	0	795	65	860
AFR PSO2	64	2	66	0	0	0	64	2	66
AFR SPSO	33	3	36	0	0	0	33	3	36
APS*4	146	5	151	1	0	1	147	5	152
Band 0	5	4	9	4	4	8	9	8	17
Band 1	0	0	0	0	2	2	0	2	2
Band 2	74	26	100	85	91	176	159	117	276
Band 3	323	121	444	131	293	374	454	414	868
Band 4	767	249	1016	159	289	448	926	538	1464
Band 5	107	42	149	40	68	108	147	110	257
Band 6	76	25	101	92	95	187	168	120	288
Band 7	330	72	402	65	70	135	395	142	537
Band 8	59	9	68	72	35	107	131	44	175
Band 9	98	20	118	70	34	104	168	54	222
EL 1	2	0	2	0	0	0	2	0	2
SES	35	4	39	17	1	18	52	5	57
Statutory Office Holders	2		2				2		2
Casual				7	3	10	7	3	10
Total	2996	657	3653	792	990	1782	3788	1647	5435

Source: EIS 30/06/2006

Table 21: Outposting to other agencies/police services, secondments, Territories policing and peacekeeping.

	Base Salary Group											Total
	0	1	2	3	4	5	6	7	8	9	SES	
High-Tech Crime Centre	0	0	0	0	0	0	0	0	0	0	0	0
Australian High-Tech Crime Commission	0	0	0	0	0	0	0	0	0	0	0	0
External Territories												
Jervis Bay	1	0	0	0	2	0	1	0	0	0	0	4
Christmas Island	5	1	0	0	3	0	0	1	0	0	0	10
Cocos Island	2	0	0	0	1	0	0	1	0	0	0	4
Norfolk Island	0	0	0	1	1	0	0	1	0	0	0	3
Peacekeeping												
Cyprus	0	0	0	0	0	0	0	0	0	0	0	0
Jordan	0	0	0	0	0	0	0	0	0	0	0	0
Nauru	0	0	0	0	0	0	0	0	0	0	0	0
East Timor - UN	0	0	0	0	0	0	0	0	0	0	0	0
East Timor - LECP	0	0	0	0	0	0	0	0	0	0	0	0
Papua New Guinea	0	0	0	0	0	0	0	0	0	0	0	0
RAMSI (Solomon Islands)	0	0	0	0	0	0	0	0	0	0	0	0
Vanuatu	0	0	0	0	0	0	0	0	0	0	0	0
Sudan	0	0	0	0	0	0	0	0	0	0	0	0
Australian Crime Commission												
Sydney	0	0	0	0	2	0	0	1	0	0	0	3
Brisbane	0	0	0	0	2	0	0	0	0	0	0	2
Adelaide	0	0	0	0	2	0	0	0	0	0	0	2
Melbourne	0	0	0	0	6	1	0	0	0	1	0	8
Perth	0	0	0	0	0	0	0	0	0	0	0	0
Australian Crime Commission Total	0	0	0	0	12	1	0	1	0	1	0	15

Source: EIS 30/06/2006


HONOURS AND AWARDS

Table 22: National Medals & Police Overseas Service Medals processed during 2005–06

Operating Division	National Medal				Police Overseas Service Medal						AFP Internal Honours & Awards
	Medal	1st Clasp	2nd Clasp	3rd Clasp	Cyprus		Timor-Leste		RAMSI		
					Medal	Clasp	Medal	Clasp	Medal	Clasp	
AFP	65	23	5	–	-	-	-	-	-	-	See Table 23
APS	34	6	1	–	-	-	-	-	-	-	

Source: Recognition and Ceremonial Team. Data as of 1 July 2006

Table 23: Honours & Awards to AFP Employees 2005–06

Award Type	AFP		APS	
	Medal	Clasp/Bar	Medal	Clasp/Bar
Commissioner's Medal Excellence (CME)	5	-	-	-
Commissioner's Medal Innovation (CMI)	5	-	-	-
Commissioner's Commendation Bravery (CCB)	6 + 1*	-	1	-
Commissioner's Commendation Conspicuous Conduct (CCCC)	17	-	2	-
Commissioner's Commendation Excellence in Overseas Service (CCEOS)	5	-	-	-
Commissioner's Commendation Hazardous Overseas Service (CCHOS)	-	-	-	
Commissioner's Group Citation Bravery (CGCB)	17+2*	-	21	-
Commissioner's Group Citation Conspicuous Conduct (CGCCC)	148+1*+3**	-	7	-
Commissioner's Group Citation Excellence in Overseas Service (CGCEOS)	46+3*	-	7	-
Commissioner's Group Citation Hazardous Overseas Service (CGCHOS)	6	-	2	-
Australian Federal Police Operations Medal Australian Federal Police Service Medal	Yet to be awarded	-		
Australian Protective Service Medal			Yet to be awarded	-
TOTAL	265	-	40	-

External Awards Australian Honours System				
Bravery Medal (BM)	-	-		
Public Service Medal (PSM)	1	-		
Australian Police Medal (APM)	6	-		
Commendation	-	-		
Brave Conduct	-	-		
Group Citation for Bravery	-	-		
Police Overseas Service Medal	-	-	-	
Humanitarian Overseas Service Medal	-	-	-	
National Medal	65	28	34	7
Foreign Awards				
MEDALYA NG KATANGITANGING GAWA (Philippines National Police Outstanding Achievement Medal)	3	-	-	-

Source: AFP Recognition and Ceremonial Team. Data as of 1 July 2006

*State Police Officer

**Other Government Organisations

