



**AFP**  
AUSTRALIAN FEDERAL POLICE

# Appendixes

APPENDIXES



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## APPENDIX 1: INTERNAL AUDIT ACTIVITY

Table 1: Internal Audit Activity 2006–07

SAT Meeting	Performance Audits	Regularity Audits	Other Significant Completed Projects
4 Aug 2006			Special Annual Financial Statements Meeting of Security & Audit Team (SAT) Self-Assessment by SAT Annual Reporting of Internal Audit's Key Performance Indicators
20 Sep 2006	ACT Policing Public Firearms Registry ACT Policing – Court Orders Witness Protection Protective Service – Station Risk Management Australian Institute of Police Management (AIPM) Governance	Forensics Exhibit Handling Accounts Payable: Contracts; and Assets (x2) Travel Compliance: IDG; and, IS (x2) OCSET & TSETT Exhibit Handling ACT Policing – Property & Exhibits	Financial Processes & Systems Preliminary Study Investigations Compliance Preliminary Study Australian High Tech Crime Centre Control Risk Self Assessment Operations Coordination Centre Risk Assessment & Business Planning Project Walsingham and In-Car Computing Financial Certificates Assistance to Performance & Planning re Property & Exhibits Stocktakes via Audit Panel Assistance to Financial Services re Domestic Travel Review via Audit Panel
13 Dec 2006	Overseas Security	2006–07 Advance Account Financial Statements (x3) ACT Policing – Cash Handling Follow Up	Overseas Drug Operations Preliminary Study Assistance to Financial Services re Acquisition of Audit Control Language (ACL) Software Assistance to Melbourne Office with an Operational Business Case
28 Feb 2007	Transnational Sexual Exploitation & Trafficking (TSET) Jakarta Centre for Law Enforcement Cooperation Protection Revenue Follow Up	Assumed Identities Quality Assurance Review Regional Office Certificates of Financial Compliance	Provided community policing information to counterparts in NSW Police Service Initiate Strategic Audit Planning Cycle for 2007-2010 Partial Implementation of Enhanced Visibility Strategy Progress re Non-Financial Legislation Compliance Catalogue

SAT Meeting	Performance Audits	Regularity Audits	Other Significant Completed Projects
6 June 2007	Preparations for APEC 2007 ACT Policing – Post Critical Incident Stress Management IDG Staffing Information Services (IS) Governance Revisited, and IS Project Management (x2) Financial Processes & Systems	Asset Procedures Goods & Services Tax Leave Processing Follow Up	Review of Regional Office Quality Assurance Activity Committed to Participation in Graduate Program Pilot 2008, incorporating an Advancement Mechanism for Permanent Appointees Assisted Professional Standards with Content and Promulgation of new version of the Fraud Control & Ant-Corruption Plan Exchange of Information with London Metropolitan Police Internal Audit Assisted Legal with Draft Memorandum of Understanding re AIPM Human Source Management Advance Account – Interim Audit for 2006-2007 Private Meeting with Independent SAT Members Presentations at Senior Liaison Officers Conferences
28 June 2007 TBC			Special Annual Planning Meeting of SAT Ongoing Contribution to Standards Australia Business Governance Committee Ongoing Contribution to In-House Commercial Governance Committee Ongoing Contract Management of Audit Panel Ongoing Provision of Secretariat Services to SAT
Count	15	16	30

## APPENDIX 2: CORPORATE INTEGRITY

Table 2: Complaints and Allegations received in 2006–07 (by source)

Referral Source	Complaints		Allegations	
	Referrals	Percentage	Referrals	Percentage
AFP Internal	176	19.1%	142	94.0%
Government Department	2	0.2%	1	0.7%
Media				
Ministerial				
Ombudsman	78	8.4%		
Reported By Public	668	72.3%	8	5.3%
State Police				
<b>Total</b>	<b>924</b>	<b>100.0%</b>	<b>151</b>	<b>100.0%</b>

Table 3: Number of Complaint issues pre Fisher Review implementation and Category 3 post Fisher Review implementation received in 2006–07 (by status and category)

Issue	Completed	Outstanding	Total
Advice	22	2	24
Arrest	38	13	51
Assault	12	11	23
Conduct	51	34	85
Criminal Offence	9	32	41
Entry and Search	9	7	16
Fraud against the Commonwealth	12	30	42
Harassment	61	13	74
Incivility	92	5	97
Miscellaneous	6	1	7
Misuse of Authority	32	34	66
Neglect Of Duty	143	51	194
Non Complaint	3		3
Practices and Procedures	36	2	38
Property	24	5	29
Traffic	11	3	14
Use of Force/Person	60	90	150
<b>Total</b>	<b>621</b>	<b>333</b>	<b>954</b>

Table 4: Results of completed investigations (AFP Complaint issues pre Fisher Review implementation and Category 3 post Fisher Review implementation) 2006–07

Category	A	B	C	D	E	F	G	H	I	J	Total
Advice	1	2	4	8	1	6					22
Arrest			7	12		12				7	38
Assault		1		3	1	6				1	12
Conduct	3	4	4	15	1	21			1	2	51
Criminal Offence		1				5		1		2	9
Entry And Search			2	4		3					9
Fraud			1			2		1		8	12
Harassment		1	3	13	4	39				1	61
Incivility			18	46	2	22	1		3		92
Miscellaneous						4		2			6
Misuse of Authority			9	8		13				2	32
Neglect of Duty	2	2	29	49	2	50		2	1	6	143
Non-Complaint					1	2					3
Practices and Procedures		2	5	11	1	17					36
Property	1	1	5	9		8					24
Traffic				8		3					11
Use of Force/Person		1	12	2	3	19			3	20	60
<b>Total</b>	<b>7</b>	<b>15</b>	<b>99</b>	<b>188</b>	<b>16</b>	<b>232</b>	<b>1</b>	<b>6</b>	<b>8</b>	<b>49</b>	<b>621</b>

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	F	Discretion exercised by the Ombudsman not to investigate
B	Unsubstantiated	G	Management Action
C	Conciliation unsuccessful	H	Established
D	Conciliation successful	I	Not Established
E	Withdrawn	J	Discretion not to Proceed

Table 5: Number of allegation issues received in 2006–07 (by status and category)

Issue	Completed	Outstanding	Total
Advice	1		1
Arrest		1	1
Assault	1	3	4
Conduct	34	15	49
Criminal Offence	4	4	8
Entry and Search		1	1
Fraud against the Commonwealth	8	7	15
Harassment	5	9	14
Incivility	2	2	4
Miscellaneous	1	2	3
Misuse of Authority	21	18	39
Neglect Of Duty	33	15	48
Practices and Procedures	4	1	5
Property	3	7	10
Traffic	1		1
Use of Force/Person		10	10
<b>Total</b>	<b>118</b>	<b>95</b>	<b>213</b>

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

Table 6: Results of completed allegation issues 2006-07

Category	A	B	C	D	E	F	G	Total
Advice						1		1
Assault						1		1
Conduct	13	6	1	1	1	11	1	34
Criminal Offence	1	2			1			4
Fraud	1	1			2	4		8
Harassment					1	4		5
Incivility						2		2
Miscellaneous	1							1
Misuse Of Authority	5	5			5	6		21
Neglect Of Duty	5	11	1		1	15		33
Practices And Procedures	3					1		4
Property					1	2		3
Traffic						2		1
<b>Total</b>	<b>29</b>	<b>25</b>	<b>2</b>	<b>1</b>	<b>12</b>	<b>48</b>	<b>1</b>	<b>118</b>

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

- |   |                            |   |                                                          |
|---|----------------------------|---|----------------------------------------------------------|
| A | Substantiated              | E | Discretion exercised by the Ombudsman not to investigate |
| B | Unsubstantiated            | F | Management Action                                        |
| C | Incapable of Determination | G | Established                                              |
| D | Conciliation successful    |   |                                                          |

Table 7: Prohibited Drug Tests Conducted during 2006–07<sup>1</sup>

Category	2005-2006	2006-2007
Mandatory Applicant Testing	1439	1462
Mandatory Targeted Testing	2988	4232
Mandatory Investigation & Certain Incident Testing	15	115
Mandatory Contractor Testing	92	112
Totals	4534	5921

1. to 30 June 2007

Table 8: Number of security clearances completed by category

Category	
Restricted	0
Position of Trust/Site Access Only (new name)	433
Protected	173
Highly Protected/ Confidential	313
Highly Protected/ Secret	0
Highly Protected	1638
Confidential	3
Secret	285
Top Secret	919
Total	3764

Footnote: Total number of personnel security vetting matters finalised during 2006 – 07 was 2208. Total figure of 3764 includes carry-over of vetting matters from previous year finalised during 2006 – 07.

## APPENDIX 3: CONSULTANCY SERVICES

Table 9: Consultancy Contracts Let in 2006–07 valued at \$10,000 or more

Consultant Name	Description	Contract Value (inc GST)	Selection Process (1)	Reasons Engaged (2)
Acumen Alliance (ACT) Pty Ltd	Integration testing audit services	\$12,560	Panel	B,C
Acumen Alliance (ACT) Pty Ltd	Audit of planned automated higher duties allowance process	\$10,725	Panel	B,C
Acumen Alliance (ACT) Pty Ltd	Performance audit of delivery of forensic services to ACT Policing	\$32,175	Panel	B,C
Acumen Alliance (ACT) Pty Ltd	Review of Human Resources service delivery	\$32,175	Panel	B
Acumen Alliance (ACT) Pty Ltd	Workforce planning performance audit	\$42,900	Panel	B,C
Acumen Alliance (ACT) Pty Ltd	Audit of Travel and + Card Review for air security officers	\$60,000	Panel	B,C
Acumen Alliance (ACT) Pty Ltd	System Development Review for Protective Services Leave	\$51,645	Panel	B,C
Acumen Alliance (ACT) Pty Ltd	Audit of AFP Drug and Property Holdings	\$152,464	Panel	A, B
Acumen Alliance (ACT) Pty Ltd	Post implementation review for Project Hummer	\$36,300	Panel	A, B
Bairn Pty Ltd T/a Humphreys Communication Group	Review of Media Services within ACT Policing and the relationship between ACT Policing and the community and community media organisations	\$35,750	Direct Source	A, B
Bronwyn Somerville	Provision of Technical Assistance and Training	\$229,408	Direct Source	B
C&M Associates	Review of Policy and Strategic Services	\$160,564	Direct Source	A, B
Chandler Macleod Technical and Engineering Pty Ltd	Rigid Hull Inflatable Boat technical assistance	\$17,224	Direct Source	B
Dominic Downie & Associates	Review, Analyse and Report on a proactive AFP Policy Capability Framework	\$18,700	Direct Source	A
Ernst & Young	Actuarial Services relating to the collective agreement	\$90,000	Direct Source	A, B

Continued on the next page

Consultant Name	Description	Contract Value (inc GST)	Selection Process (1)	Reasons Engaged (2)
Exercise Research Australia Pty. Ltd.	Review and development of physical selection procedures	\$71,280	Direct Source	B
Kellog Brown and Root Pty Ltd	Operational risk assessment of the Air Safety Officer Program	16,900	Direct Source	C
KPMG	Performance Audit of Shared Services Framework	\$25,000	Panel	A, B
KPMG	Commercial Revenue Contract Process Audit	\$12,100	Panel	A, B
KPMG	Performance Audit - International Deployment Group staffing	\$18,000	Panel	A, B
KPMG	Performance Audit - Recreation Leave management and processing	\$18,000	Panel	A, B
KPMG	Compliance Audit - International Travel	\$19,000	Panel	A, B
KPMG	Performance Audit - International Deployment Group Use of Force	\$24,750	Panel	A, B
KPMG	Compliance Audit of Asset Procedures	\$27,603	Panel	A, B
KPMG	Regularity Audit of Petty Cash Transactions	\$20,000	Panel	A, B
KPMG	Performance audit of financial processes and systems	\$30,850	Panel	A, B
Lloyd's Register Quality Assurance Ltd	Security services advice and Compliance Certification	\$43,313	Direct Source	B
Lowe, Donald	Provide Services in relation to a Leadership Development Program	\$11,000	Direct Source	B
Masters Le Mesurier Pty Ltd	Information Services Governance follow up and project management review	\$37,422	Panel	A, B
Noetic Solutions Pty Limited	Development of project documentation to assist the AFP meet DoFA's Gateway Review Process	\$77,000	Direct Source	B, C
PriceWaterhouseCoopers	Follow up on benchmark review and establishment of performance indicators	\$12,120	Panel	B

Continued on the next page

Consultant Name	Description	Contract Value (inc GST)	Selection Process (1)	Reasons Engaged (2)
PriceWaterhouseCoopers	Preparation of legislative compliance matrix	21,890	Panel	A, B
PriceWaterhouseCoopers	Performance Audit of ACT Policing Training	\$41,140	Panel	A, B
PriceWaterhouseCoopers	Audit of ACT Police Cash Handling	\$20,103	Panel	B
PriceWaterhouseCoopers	Compliance Audit of Goods and Services Tax	\$27,500	Panel	B
PriceWaterhouseCoopers	Performance audit of ACT Policing critical incident stress management	\$44,858	Panel	B
PriceWaterhouseCoopers	Protective Service Officer Skills Audit	\$85,000	Panel	B
Urbis Pty Ltd	Town planning services for development application for Australian Institute of Police Management	\$42,900	Direct Source	B
University of Queensland	Assesment of academic research papers	\$12,667	Direct Source	B,C
FordKelly Executive Connection	Review of Learning and Development	\$67,650	Direct Source	B
David Chaiken and Jason Sharman	Research paper and provision of training modules on the links between money laundering, terrorist financing and corruption	\$75,000	Direct Source	B
<b>Total</b>		<b>\$1,885,636</b>		

(1) Selection Process Codes

- Open tendering: A procurement procedure in which a request for tender is published inviting all businesses 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.

(2) Reasons Engaged Codes

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

## APPENDIX 4: ADVERTISING AND MARKET RESEARCH

Table 10: Advertising and market research

(Amounts in excess of \$10,300)

Advertising organisations	\$
Fresh Creative Design Pty Ltd	13,749
<b>Total Advertising Organisations</b>	<b>13,749</b>
Market Research and Polling Organisations	
University of Queensland	38,721
<b>Total Market Research and Polling Organisations</b>	<b>38,721</b>
Direct Mail Organisations	
Nothing in excess of \$10,300	
<b>Total Direct Mail Organisations</b>	<b>Nil reportable</b>
Media and Advertising Organisations	
HMA Blaze Pty Ltd	468,999
Hudson Global Resources	92,480
<b>Total Media and Advertising Organisations</b>	<b>561,479</b>
<b>Total Advertising and Marketing</b>	<b>613,949</b>

## APPENDIX 5: FREEDOM OF INFORMATION

### FREEDOM OF INFORMATION

This appendix provides information required under 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 6) 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 the 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 shown in Table 11.

Table 11: AFP information requests 2005–07

Category	2006–07	2005–06
Freedom of Information	198	184
Requests for documents – offences against the person	591	391
Requests for documents – accidents	2396	2727
Request for documents – offences against property	369	298
Subpoena or Summons	288	339
Totals	3842	3939

Source: AFP FOI Team and all AFP offices. Data as of June 30, 2007

### 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:

**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 provide a postal address in Australia; 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 any reason 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 section 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 closest regional AFP office to the applicant's residential address.

Further information regarding any FOI matter can be obtained by contacting the FOI Team by mail, email via <FreedomOfInformation@afp.gov.au> or by phone on (02) 6246 2112.

There are also 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 in the Australian Capital Territory (ACT), telephone (02) 6202 3243. For information about obtaining an incident report relating to an offence against the person in the ACT, telephone (02) 6245 7432. For information about obtaining a character check or criminal and traffic conviction report, telephone (02) 6202 3333. Payment should be made payable to the Receiver of Public Monies.

#### **Types of documents**

The AFP holds documents on a wide range of topics which are broadly categorised as:

- Agenda, minutes and decisions, including internal and external meetings and ministerial, interdepartmental and general correspondence and papers.
- Internal administration papers (including accounting and financial records, legal records, and staff and staffing records).
- Guidelines and training materials (including Commissioners orders, national guidelines and practical guides relating to AFP operations and legislative procedures).

- Briefing papers (including briefs, submissions and reports to the AFP Executive and the Minister for Justice and Customs. These generally relate to the development of AFP policy or are provided as background to particular administrative decisions)
- Database records (including computer files, printouts and statistical data)

#### **DOCUMENTS AVAILABLE FREE OF CHARGE UPON REQUEST**

A range of publications are available to members of the public free of charge. A range of publications are available through the Media Centre link at the AFP web site at <www.afp.gov.au>.

#### **SERVICES AND DOCUMENTS AVAILABLE FOR A FEE**

A list of services and documents available for a fee is available through the Services for Government link at the AFP web site at <www.afp.gov.au> .

## APPENDIX 6: PEOPLE STRATEGIES

Table 12: Ongoing and non-ongoing and casual staff at 30 June 2007

Employee Group	2006-07	2005-06	Difference	Change
AFP Permanent Full-time	4275	3657	618	16.90%
AFP Permanent Part-time	186	160	26	16.25%
AFP Temporary Full-time	187	139	48	34.53%
AFP Temporary Part-time	23	19	4	21.05%
AFP Casual	16	10	6	60.00%
AFP Secondee Paid	8	3	5	166.67%
<b>AFP Total</b>	<b>4695</b>	<b>3988</b>	<b>707</b>	<b>17.73%</b>
PS Permanent Full-time	1335	1414	-79	-5.59%
PS Permanent Part-time	6	17	-11	-64.71%
PS Temporary Full-time	0	13	-13	-100.00%
PS Temporary Part-time	0	3	-3	-100.00%
PS Casual	0	0	0	-
PS Secondee Paid	0	0	0	-
<b>PS Total</b>	<b>1341</b>	<b>1447</b>	<b>-106</b>	<b>-7.33%</b>
<b>Grand Total</b>	<b>6036</b>	<b>5435</b>	<b>601</b>	<b>11.06%</b>

Source : EIS 30/06/2007

Note: 2005-06 data for PS refers to the whole Protective Service incl. enabling whereas 2006-07 data from April 2007 onwards includes only Protective Service Officers. Hence, decrease in numbers!

Table 13: AFP Senior Executive 2006–07

Executive	Management	AFP Sworn	AFP Unsworn	Grand Total
Deputy Commissioner Operations*	Output 1.1 (Border)	2	0	2
	Output 1.2 (ESO)	4	0	4
	Output 1.6 (IDG)	4	2	6
	National Manager Forensic & Technical	1	4	5
	Office of DC	1	0	1
Deputy Commissioner Operations Total		12	6	18
Deputy Commissioner National Security*	Output 1.1 (International)	4	0	4
	Output 1.3 (CT)	3	0	3
	Output 1.4 (Prot)	3	0	3
	Output 1.5 (Aviation)	7	0	7
	Intelligence	2	1	3
	Office of DC	1	0	1
Deputy Commissioner National Security Total		20	1	21
Operational Offices	Sydney	2	0	2
	Melbourne	1	0	1
	Perth	1	0	1
	Brisbane	1	0	1
Operational Offices Total		5	0	5
Chief of Staff	Commissioners Office	2	1	3
	Policy & Strategic Planning	0	1	1
	Performance & Planning	1	0	1
	Legal	0	1	1
	Professional Standards	1	0	1
	High-Tech Crime Centre	1	0	1
Chief of Staff Total		5	3	8
Chief Operating Officer	Chief Operating Officer - COO	1	0	1
	National Manager Human Resources	2	2	4
	Finance & Commercial	0	3	3
	Information Services	1	3	4
Chief Operating Officer Total		4	8	12
Chief Police Officer - ACT	ACT Policing	3	1	4
Chief Police Officer - ACT Total		3	1	4
Grand Total		49	19	68

\* The AFP is in the process of filling the second Deputy Commissioner position.

Note :1 SES paid by the AFP are engaged in senior policing roles in Pacific Island police forces.

Table 14: AFP Geographical distribution 2006-07

Location	AFP Sworn			AFP Unsworn			AFP PSO			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Australian Capital Territory	877	273	1150	750	922	1672	473	38	511	2100	1233	3333
Commonwealth Territories	12	2	14	5	4	9	0	0	0	17	6	23
New South Wales	315	107	422	67	96	163	236	18	254	618	221	839
Northern Territory	13	6	19	10	5	15	79	6	85	102	17	119
Overseas Posts	190	30	220	41	24	65	31	4	35	262	58	320
Queensland	149	46	195	30	44	74	134	10	144	313	100	413
South Australia	49	13	62	9	15	24	23	7	30	81	35	116
Tasmania	5	2	7	2	1	3	14	1	15	21	4	25
Victoria	220	86	306	55	57	112	132	12	144	407	155	562
Western Australia	87	19	106	31	26	57	117	6	123	235	51	286
<b>Grand Total</b>	<b>1917</b>	<b>584</b>	<b>2501</b>	<b>1000</b>	<b>1194</b>	<b>2194</b>	<b>1239</b>	<b>102</b>	<b>1341</b>	<b>4156</b>	<b>1880</b>	<b>6036</b>

Source: EIS 30/06/2007

Table 15: Salary Ranges available to AFP employees 2006-07

	Pay Point	1/07/2007
AFP Band 1	1.1	\$36,724
	1.2	\$38,017
	1.3	\$39,402
	1.4	\$40,790
AFP Band 2	2.1	\$40,790
	2.2	\$42,368
	2.3	\$43,903
	2.4	\$45,554
	2.5	\$47,390
AFP Band 3	3.1	\$47,390
	3.2	\$49,317
	3.3	\$51,244
	3.4	\$53,289
	3.5	\$55,330
AFP Band 4	4.1	\$55,330
	4.2	\$57,588
	4.3	\$59,842
	4.4	\$62,339
	4.5	\$65,045
AFP Band 5	5.1	\$65,045
	5.2	\$67,758
	5.3	\$70,465
AFP Band 6	6.1	\$70,465
	6.2	\$74,106
	6.3	\$77,746
AFP Band 7	7.1	\$77,746
	7.2	\$80,507
	7.3	\$83,269
AFP Band 8	8.1	\$83,269
	8.2	\$86,951
	8.3	\$90,636
AFP Band 9 with Vehicle	9.1	\$90,635
	9.2	\$94,701
	9.3	\$98,766
	9.4	\$103,214
	9.5	\$107,663
AFP Band 9	9.1	\$103,201
	9.2	\$107,267
	9.3	\$111,332
	9.4	\$115,780
	9.5	\$120,228

Table 16: Senior Executive Performance Bonus Payments

Senior Executive Levels 1-3	2004-05	2005-06	2006-07
Total Bonuses Paid	\$240,750	\$351,883	\$702,237

**Bonuses are paid against the following criteria**

<b>Rating</b>	<b>Bonus</b>
Fully effective	4%
Superior	8%
Outstanding	12%

Further details of the remuneration of Senior Executives can be found on pages 111 and 192 with staffing and status details shown in Table 13 on page 149.

Table 17: Years of Service

Personel 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	115	415	333	73	275	199	173	1583
	Chief of Staff	0	16	13	6	8	9	5	57
	Chief Operating Officer	1	26	41	13	54	52	34	221
	Chief Police Officer - ACT	27	331	112	14	52	52	52	640
AFP Sworn Total		143	788	499	106	389	312	264	2501
AFP Unsworn	Deputy Commissioner Operations	379	341	127	39	45	11	7	949
	Chief of Staff	20	30	14	4	5	1	1	75
	Chief Operating Officer	293	459	129	44	47	32	12	1016
	Chief Police Officer - ACT	32	85	20	4	9	3	1	154
AFP Unsworn Total		724	915	290	91	106	47	21	2194
AFP PSO	Deputy Commissioner Operations	59	816	120	72	108	36	8	1219
	Chief of Staff	0	0	0	0	1	1	0	2
	Chief Operating Officer	76	34	1	3	3	2	1	120
AFP PSO Total		135	850	121	75	112	39	9	1341
Grand Total		1002	2553	910	272	607	398	294	6036

Source : EIS 30/06/2007

Table 18: AFP Workforce Composition 2006-07

Band	AFP Sworn			AFP Unsworn			AFP PSO			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Band 1	0	0	0	0	0	0	0	0	0	0	0	0
Band 2	169	58	227	187	115	302	815	70	885	1171	243	1414
Band 3	312	110	422	182	350	532	95	8	103	589	468	1057
Band 4	681	223	904	159	310	469	171	14	185	1011	547	1558
Band 5	119	39	158	60	88	148	126	6	132	305	133	438
Band 6	121	46	167	131	142	273	3	2	5	255	190	445
Band 7	302	71	373	76	101	177	5	1	6	383	173	556
Band 8	40	7	47	85	51	136	21	1	22	146	59	205
Band 9	129	25	154	91	31	122	3	0	3	223	56	279
SES	41	5	46	17	2	19	0	0	0	58	7	65
Statutory Office Holders	3	0	3	0	0	0	0	0	0	3	0	3
Casual	0	0	0	12	4	16	0	0	0	12	4	16
<b>Total</b>	<b>1917</b>	<b>584</b>	<b>2501</b>	<b>1000</b>	<b>1194</b>	<b>2194</b>	<b>1239</b>	<b>102</b>	<b>1341</b>	<b>4156</b>	<b>1880</b>	<b>6036</b>

Source : EIS 30/06/2007

Table 19: 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	
<b>EXTERNAL TERRITORIES</b>												
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
<b>STABILITY/CAPACITY BUILDING</b>												
Cyprus	3	0	0	0	8	2	1	1	1	1	0	17
Nauru	0	0	0	0	1	1	0	1	0	1	0	4
East Timor - UN	28	0	0	0	18	3	0	0	0	1	0	50
East Timor - TLPDP	1	0	0	0	6	2	0	0	0	0	0	9
Papua New Guinea	0	0	0	0	0	0	0	1	0	0	0	1
RAMSI (Solomon Islands)	46	0	27	28	69	21	7	14	6	12	1	231
Vanuatu	0	0	0	0	2	0	1	4	1	1	0	9
LECP	0	0	0	0	1	0	0	0	1	1	0	3
Tonga	0	0	0	0	3	0	0	0	0	0	0	3
Cambodia	0	0	0	0	0	0	0	1	0	0	0	1
Sudan	3	0	0	0	7	1	0	5	0	0	0	16
<b>AUSTRALIAN CRIME COMMISSION</b>												
Sydney	0	0	0	1	3	0	0	0	0	0	0	4
Brisbane	0	0	0	0	0	0	0	1	0	0	0	1
Adelaide	0	0	0	0	2	0	0	0	0	0	0	2
Melbourne	0	0	0	0	2	2	1	0	0	2	0	7
Perth	0	0	0	0	2	0	0	0	0	0	0	2

	Base Salary Group											Total
	0	1	2	3	4	5	6	7	8	9	SES	
Australian Crime Commission Total	0	0	0	1	9	2	1	1	0	2	0	16

CENTRELINK												
Adelaide	0	0	0	0	0	0	1	0	0	0	0	1
Brisbane	0	0	0	0	0	0	1	0	0	0	0	1
Canberra (Queanbeyan)	0	0	0	0	0	0	1	0	0	0	0	1
Darwin	0	0	0	0	0	0	1	0	0	0	0	1
Hobart	0	0	0	0	0	0	1	0	0	0	0	1
Hunter Region (NSW)	0	0	0	0	0	0	1	0	0	0	0	1
Melbourne	0	0	0	0	0	0	1	0	0	0	0	1
Perth	0	0	0	0	0	0	1	0	0	0	0	1
Sydney	0	0	0	0	0	0	1	0	0	0	0	1
Townsville	0	0	0	0	0	0	1	0	0	0	0	1
Centrelink Total	0	0	0	0	0	0	10	0	0	0	0	10

DEPARTMENT OF ENVIRONMENT AND WATER RESOURCES												
Canberra	0	0	0	0	0	0	1	0	0	0	0	1
Department of Environment and Water Resources Total	0	0	0	0	0	0	1	0	0	0	0	1

DEPARTMENT OF FOREIGN AFFAIRS AND TRADE												
Sydney	0	0	0	0	0	0	1	0	0	0	0	1
Department of Foreign Affairs and Trade Total	0	0	0	0	0	0	1	0	0	0	0	1

AUSTRALIAN FEDERAL POLICE ASSOCIATION												
Canberra	0	0	0	0	0	0	0	1	1	0	0	2
Australian Federal Police Association Total	0	0	0	0	0	0	0	1	1	0	0	2

NATIONAL THREAT ASSESSMENT CENTRE												
Canberra	0	0	0	0	0	0	0	1	0	0	0	1
National Threat Assessment Centre Total	0	0	0	0	0	0	0	1	0	0	0	1

Source : EIS 30/06/2007