

OUTSMART CRIME: TAKE THE NEXT STEP NOW

CANDIDATE INFORMATION PACK



AFP

AUSTRALIAN FEDERAL POLICE

JOIN OUR TEAM

The role of the Australian Federal Police (AFP) is to combat complex, transnational, serious and organised crime affecting Australia's national security, while enforcing Commonwealth criminal law and protecting Commonwealth interests from criminal activity in Australia and overseas. The AFP also has responsibility for providing policing services to the Australian Capital Territory and Australia's territories, including Christmas Island, Cocos (Keeling) Islands, Norfolk Island and Jervis Bay.

LATERAL SURVEILLANCE PROGRAM

The AFP is seeking current and former Police officers to undertake surveillance roles to support AFP operations within Southern Command (Melbourne). Using modern physical surveillance and specialist technologies, you will work closely with capability teams to provide a highly adaptable and effective capability delivery across a variety of crime types to many areas within the AFP.

With formal qualifications to reflect your competencies in surveillance (certified surveillance course completion from respective organisations) and demonstrated operational policing experience, you will be willing to undertake a customised AFP Lateral Surveillance Program (LSP).

The LSP is a mandatory program for lateral surveillance police recruits who transfer from other jurisdictions and have the relevant level of contemporary policing and surveillance experience. The length of training for lateral recruits may vary depending on your level of contemporary policing and surveillance experience with training provided by experienced AFP learning and development professionals.

Course content focuses on assisting lateral surveillance police recruits to adapt their existing knowledge of state legislation to the Commonwealth legislative framework used by the AFP as well understanding AFP surveillance methodologies.

Following successful completion of training, you will be expected to undertake surveillance duties for a minimum four year period. After this time, the AFP will provide you with access to a full range of career opportunities across a wide portfolio of crime types. You will also access leading training and development and the wide range of supporting mechanisms available to all AFP employees.

We welcome applications from candidates who have:

- A minimum **three years operational policing experience**, holding a Diploma of Public Safety (Policing) or equivalent;
- A minimum of **three years operational surveillance experience** and formal qualifications to reflect this experience (certified surveillance course completion from respective organisation);
- Current or recent employment in a jurisdictional policing role within the past five years; and
- Contemporary surveillance experience (**currently or have been undertaking surveillance duties in the last five years**).

Desirable requirements:

- Formal qualifications in investigations (Detective Designation or equivalent) are highly desirable.

Additional Requirements

In order to be considered for these positions you must:

- Be an Australian Citizen;
- Be physically fit, healthy and self-motivated;
- Be able to acquire and maintain a Negative Vetting 1/Negative Vetting 2 security clearance (facilitated by the AFP) and undertake required assessment gateways that will be used to determine overall suitability;
- Hold a Senior First Aid Certificate (valid for entire training period) and current driver licence; and
- Provide evidence of your ability to swim 100 metres freestyle non-stop and unaided (on request).

ASSESSMENT STAGES AND GATEWAY REQUIREMENTS

You will be required to successfully complete the following selection gateways before selection to the Lateral Surveillance Program:

- Online Application – including current resume and completion of application questions;
- Employment Suitability Questionnaire (ESQ) – includes provision of traffic history;
- Surveillance Entry Selection Program - including both online cognitive testing and psychometric assessments with an experienced psychologist;
- Panel Interview – facilitated by experienced AFP surveillance operatives;
- Medical and Psychological assessments – undertaken by medical and allied health professionals;
- Security Vetting process and integrity check; and
- Drug Testing.

This recruitment process is being used to create a pool for future vacancies that may arise over the next 12 months.

IMPORTANT INFORMATION YOU NEED TO CONSIDER BEFORE APPLYING

As a successful applicant you:

- Must undergo a bespoke training course reflective of your previous work experience and surveillance knowledge and skill level;
- Will commence with the AFP rank of up to Leading Senior Constable with recognition of previous police service where appropriate;
- Will be deployed to national operations (surveillance roles) based in Melbourne.

OUR OFFER

Remuneration and benefits

- Starting salary range of \$59,845 - \$96,049 at commencement (Band 2.3 to Band 5.3).
- A working pattern allowance of 22% (after successful training completion).
- Superannuation contribution of 15.4%.
- Generous conditions of six weeks annual leave plus additional rest days, personal leave, paid maternity and adoption leave and access to compassionate leave. Refer to the [AFP Enterprise Agreement](#).
- Supplied uniform – for ceremonial purposes and when deployed in a uniformed capacity.
- Future opportunity to multi-skill and access career opportunities in local, national and international law enforcement following initial four year placement in surveillance operations.

MORE INFORMATION

Position contact:

For specific questions contact the AFP Recruitment Team on:



email: afprecruitment@afp.gov.au



phone: (02) 5127 2555

Frequently asked questions

1. Will my years of policing service be considered when determining the classification and increment point I will be engaged at in the AFP?

Yes. Your commencement salary will be based on your years of experience as an operational police officer. The following table in Q. 5 below outlines tenure in a policing role and the corresponding pay point.

2. Will I keep my current rank?

Once you commence with the AFP, you will be declared in at a rank that aligns with the AFP rank structure.

3. Is the Lateral Surveillance Program (LSP) a residential program?

The program will be facilitated in Canberra. COVID-19 restrictions will dictate if the program is considered a residential program.

4. What type of job opportunities are available?

On successful completion of the program you will be assigned to the Melbourne office. The roles will be surveillance roles. You will be assigned a role based on organisational priority.

5. Can I negotiate my starting salary?

Your commencement salary will be based on your years of experience in a policing role. There is no ability to negotiate outside of the table below.

Refer to the [AFP Enterprise Agreement 2017-2020](#) for details of Classification Structure Base Salary Rates

AFP Band and Pay Point	Years of relevant Policing experience	Base Salary
Band 3.1		
Band 3.2	2 years	\$67,224
Band 3.3	3 years	\$69,851
Band 3.4	4 years	\$72,638
Band 3.5	5 years	\$75,420
Band 4.1	6 years	\$75,420
Band 4.2	7 years	\$78,498
Band 4.3	8 years	\$81,571
Band 4.4	9 years	\$84,974
Band 4.5	10 years	\$88,661
Band 5.1 – 5.3	15+ years	\$88,661 - \$96,049

Note: to be eligible to commence at an AFP Band 5, the applicant will need to have worked in an operational policing role for a minimum of 15 years. This does not include any time worked in a non-policing role.

6. Can I transfer over my leave balances including Long Service Leave from my current jurisdiction?

The AFP will recognise your prior service in relation to Long Service Leave (LSL), noting that there should not be a break in service of longer than 12 months as per Commonwealth legislation. The AFP is unable to accept a transfer of unused annual/recreational/personal leave.

7. Is there any recognition of prior training for the purposes of Recognised Prior Learning (RPL)?

No. You will be required to complete the complete LSP which is currently up to 8 weeks in duration. Recognition of your experience will be considered in your commencement salary.

8. What is the duration of the LSP?

The duration of the bespoke training program is dependent on your policing experience and contemporary surveillance knowledge and skill. More detailed information will be provided closer to training commencement.

9. Is the LSP assessable? What happens if I fail components of the program?

Depending on areas that you are yet to be deemed competent, there may be options to re-sit certain modules. Non successful completion of the LSP may result in you being deemed not suitable for employment in the AFP for the identified role.

10. Once engaged with the AFP can I apply for any promotional opportunities?

There is nothing to stop you from applying for promotional opportunities understanding that the AFP would expect a minimum of four years tenure if you are successfully engaged through the LSP.

11. If I am required to relocate geographically, will the AFP pay for the relocation?

The positions available are located in Melbourne. Should you accept a role in Melbourne and you do not reside in that geographical location, the AFP will pay reasonable relocation costs.

12. Do I have to be an Australian citizen?

All AFP employees are required to be Australian citizens.

13. I was medically discharged from a policing agency, will this prevent me from applying?

Your medical history will be considered in determining your suitability for appointment to the AFP and you should take this into consideration when determining whether to apply.

14. I work in Australian Border Force/Defence, does this qualify me to apply for the Lateral Surveillance Program?

You are required to meet the minimum eligibility requirements to be considered for the LSP. This includes completion of minimum educational requirements, operational policing experience and have not been separated from your jurisdictional policing role for a period in excess of five years. If you do not meet these requirements, your application will not proceed for consideration.

15. I have worked for an international Police force, am I eligible to apply?

You should take into consideration the minimum eligibility requirements. If these can still be met then there is no reason why you would not be able to be considered for the program.

16. Does the 3 year minimum period include my time at the academy/probationary period?

The 3 year period is deemed to commence following completion of all training and probation.

17. Is there a fitness program that I can use to assist me with my fitness levels to ensure I am at the required standard?

Yes, the AFP has a [pre-course fitness program](#). Details of this program, warm-ups, strength and stretch details and videos on correct form are available.