

SENATE STANDING COMMITTEE ON LEGAL AND CONSTITUTIONAL AFFAIRS
AUSTRALIAN FEDERAL POLICE

Question No. 20

Senator Humphries asked the following question at the hearing on 18 October 2011:

Senator HUMPHRIES: Could you take on notice a break-up over the last, say, five years of how many people have gone from ACT to national policing—for each of those five years, please.

Mr Negus: Certainly.

The answer to the honourable Senator's question is as follows:

The ACT Policing workforce is required to deliver a range of skills to efficiently deliver against the Key Performance Indicators (KPIs) specified in the *ACT Policing Purchase Agreement 2010-2011*. In order to achieve the KPIs, the correct balance of members is required. Consequently, ACT Policing is committed to the development of its workforce through career and training opportunities, which includes transferring members between the various portfolios of the AFP.

Transfers between ACT Policing and National AFP occur regularly, with an annual net loss to ACT Policing averaging approximately 40 sworn members between the 2006/07 and 2010/11 financial years. Although these lateral movements are considered to be mutually beneficial due to the enhancement of members' policing skills, the process is tightly controlled to balance both the requirements of ACT Policing and the career aspirations of members. To achieve this, all prospective transfers to, or from, National AFP are considered against a workforce plan. A breakdown of sworn member transfers for the past five financial years is provided below:

Sworn Members: Transfers Out of ACT Policing to National AFP

2006/07	2007/08	2008/09	2009/10	2010/11	Total
-127	-88	-136	-199	-178	-728

Sworn Members: Transfers into ACT Policing From National AFP

2006/07	2007/08	2008/09	2009/10	2010/11	Total
82	74	81	145	146	528

Sworn Members: Net Effect of Transfers between ACT Policing and National AFP

2006/07	2007/08	2008/09	2009/10	2010/11	Grand Total
-45	-14	-55	-54	-32	-200

The net loss of sworn members to National AFP is offset by the engagement of new recruits. As an employer ACT Policing is in the enviable position of having a large number of applicants to select from when undertaking a recruit class. In the last recruitment round approximately 1,300 applications were received to fill 100 positions. This enables ACT Policing to ensure that individuals selected to enter recruit training are of the highest calibre.

In recognition of the significant role that ACT Policing plays in the functionality of National AFP, each recruit class is two thirds funded by National AFP. The regular infusion of new officers enables ACT Policing to maintain organisational functionality and provide a range of career opportunities. Moreover, this arrangement allows for the rejuvenation of the ranks as the new appointees to our workforce bring considerable experience and skills with them; especially when considering that the last graduating class of recruits were an average of 28 years of age and from diverse backgrounds.