



AFP

**Annual Report
2023–24**





AUSTRALIA

POST OFFICE



DEUTSCHER BUNDESSTAAT

REPUBLIK

About this report

This report has been prepared in accordance with the provisions of section 46 of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), the Public Governance, Performance and Accountability Rule 2014 (PGPA Rule) and the Department of Finance Resource Management Guide No. 135: Annual reports for non-corporate entities.

Electronic versions of this report can be found on the AFP website [afp.gov.au/annualreport](https://www.afp.gov.au/annualreport) and on the Transparency Portal [transparency.gov.au](https://www.transparency.gov.au).

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Disclosure notice

Parts of this report were created with the assistance of Microsoft Co-pilot AI software.

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Contact us

Manager Audit, Statistics and Performance

Edmund Barton Building, 47 Kings Avenue Barton, ACT 2600

Email: afpannualreport@afp.gov.au

Telephone: (02) 5126 0000

Media enquiries: (02) 5126 9297

Website: [afp.gov.au](https://www.afp.gov.au)

Details of accountable authority during the reporting period

The accountable authority for the Australian Federal Police during the period 1 July 2023 to 30 June 2024 was **Commissioner Reece P Kershaw APM**.

During the reporting period, the below acted in the position of Commissioner:

Ian McCartney APM

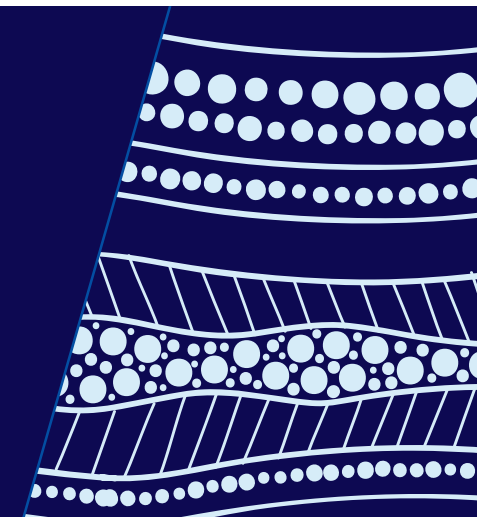
- 12 August 2023 to 21 August 2023
- 16 September 2023 to 20 September 2023
- 30 September 2023 to 15 October 2023
- 17 March 2024 to 7 April 2024.

Lesa Gale APM

- 21 November 2023 to 3 December 2023
- 20 December 2023 to 7 January 2024.

Acknowledgement of Country

The Australian Federal Police acknowledges the Traditional Owners and Custodians of Country throughout Australia and acknowledges their continuing connection to land, sea and community. We pay our respects to the people, the cultures and the Elders past, present and emerging.





16 September 2024

The Hon Mark Dreyfus KC MP
Attorney-General
Parliament House
Canberra ACT 2600

Dear Attorney-General

I am pleased to submit the Australian Federal Police (AFP) annual report for the period 1 July 2023 to 30 June 2024. This report includes:

- the annual report of the AFP prepared in accordance with section 67 of the *Australian Federal Police Act 1979* (Cth) and section 46 of the *Public Governance, Performance and Accountability Act 2013* (Cth)
- the annual report on the National Witness Protection Program pursuant to section 30(2) of the *Witness Protection Act 1994* (Cth)
- the annual report on unexplained wealth investigations and proceedings pursuant to section 179U(3) of the *Proceeds of Crime Act 2002* (Cth)
- the annual report on delayed notification search warrants pursuant to section 3ZZFB of the *Crimes Act 1914* (Cth)
- the annual report on account takeover warrants pursuant to section 3ZZVM of the *Crimes Act 1914* (Cth)
- the annual report on assumed identities pursuant to section 15LD(1) of the *Crimes Act 1914* (Cth)
- the annual report on witness identity protection certificates pursuant to section 15MU(2) of the *Crimes Act 1914* (Cth).

This report has been prepared in accordance with the relevant acts and the Public Governance, Performance and Accountability Rule 2014. A copy of this report is to be presented to each house of the Australian Parliament on or before 31 October 2024.

In accordance with section 10 of the Public Governance, Performance and Accountability Rule 2014, I hereby certify that the AFP has prepared fraud risk assessments and fraud control plans and has in place appropriate fraud prevention, detection, investigation and reporting mechanisms. The AFP is also taking all reasonable measures to minimise the incidence of fraud in the agency and to investigate and recover any proceeds of fraud against the agency.

Yours sincerely

Reece P Kershaw APM
Commissioner

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Commissioner's
Awards July 2023



Chapter 1

Commissioner's review



Commissioner's review

At a time of rapid change in the geopolitical, economic and criminal threat environment, the Australian Federal Police (AFP) remains committed to our purpose of protecting lives and livelihoods and the interests of the Australian Commonwealth.

This report focuses on both transparency and achievement and is one of our most important mechanisms for highlighting the breadth of activities we undertake in pursuit of our role and purpose. It demonstrates our work with national and international partners to prevent, disrupt and respond to crime and to enforce Commonwealth and Australian Capital Territory law. Through our work, we support stability, safety and the rule of law domestically, regionally and around the world.

The year in review

In 2023–24, the AFP received a refreshed Ministerial Direction from the Attorney-General, and my subsequent Statement of Intent highlights how we continued our commitment to delivering on our role and purpose.

In 2023–24, we achieved important results across the range of responsibilities within our remit, including protecting our community from transnational serious and organised crime (Operation Avarus-Nightwolf, page 25; Operation Gain, page 21); child sexual exploitation and human exploitation (Operation Tenterfield, page 29; Operation Dolunay, page 37); cybercrime (Operation Aquila, page 34); fraud and corruption (Operation Elbrus, page 27); and foreign interference (Operation Fruithof, page 33).

Our operational successes throughout the year have included seizure of 31.3 tonnes of illicit drugs and precursors, restraint of over \$175.8 million in assets, charging 318 people with criminal offences and responding to 22,461 incidents at international airports.

We enhanced our relationships with the AFP's key partners across Australia and, importantly, overseas. For example, in Operation Bishop (page 47), we collaborated with our Commonwealth and state and territory law enforcement partners to provide policing and protective services for the 2024 Association of Southeast Asian Nations (ASEAN) Summit.

We continued to maintain a strong international presence despite complex geopolitical tensions. In 2023–24 we had a presence in 34 countries and delivered 7 police development missions (page 48). Notably, we deployed more than 100 AFP members to ensure the safety and success of the 2023 Pacific Games in Solomon Islands (page 53) and supported the 2024 Solomon Islands National General Election.

To ensure we can continue to deliver such results, we prioritised recruitment and development of our workforce. We graduated 330 recruits across

14 programs, including 57 protective service officers and 273 police officers. We rolled out several recruitment initiatives, including improvements to our First Nations entry-level program, to ensure we are recruiting a workforce that reflects the community we represent and serve.

In 2023–24, we engaged in negotiations with members for a new enterprise agreement. While the initial proposal was not supported by a yes vote, in 2024–25 the AFP remains committed to negotiating the best possible outcome for our people.

Throughout 2023–24, we remained proactive in promoting diversity and inclusion within the AFP. We developed the *AFP Gender Equity Action Plan 2024–26* (Diversity and inclusion, page 69) and progressed the AFP's implementation of Respect@Work (Diversity and inclusion, page 69). These initiatives, among others, highlight our commitment to supporting enterprise-wide uplift of diversity and inclusion to enhance our operational readiness and build a psychologically and culturally safe workplace.

This year also saw another female sworn member earn promotion to the rank of Deputy Commissioner. This is the first time in our history that 2 women have served at that rank at the same time.

We continued to support the safety and wellbeing of our members (page 68). We delivered leading health and wellbeing services through our SHIELD program and ensured our members could access those services quickly, demonstrating our commitment to early intervention and treatment.

The year ahead

We anticipate that a high operational tempo will continue in 2024–25 and that innovation, partnerships and development will remain key priorities for the AFP.

As stated in our recently published *AFP Corporate Plan 2024–25*, we will continue to invest in the

recruitment of new members to ensure we have a modern, diverse workforce with the specialist capabilities and operational readiness required to meet new and emerging challenges in our operating environment.

The AFP will use technology innovatively and work collaboratively with our partners to develop additional specialist capabilities. For example, we will begin to integrate our current firearms reporting systems into the new National Firearms Register. This will ensure we have access to near real-time reporting on domestic firearms and support information sharing with key law enforcement partners around Australia.

In 2024–25, the AFP will continue to build strong police-to-community relationships. We will deliver exceptional policing and protective services to meet the needs of our diverse and growing communities. To achieve this, we will continue to focus on evidence-based policing best practices, community engagement and building internal capabilities through corporate reform.

We remain committed to the safety and security of our whole region. We will continue to work collaboratively across the Pacific to build capacity and support key events; maintain the stability and security of communities; train and uplift partners; and prevent, disrupt and respond to crime and criminal activity.

I am proud to continue to lead the AFP into 2024–25 and look forward to the challenges and opportunities ahead.



Reece P Kershaw APM
Commissioner

16 September 2024

AFP year in review 2023/24



Protected more than
500 sites

including Australian Parliament House, official establishments, defence bases and precincts, foreign diplomatic missions and other designated sites

Delivered 317 ThinkUKnow presentations to an estimated **21,522** parents, carers and teachers across Australia, with state and territory police and industry volunteers



Assessed
19,339

movements of Commonwealth protected persons

and **3,634** events and/or protests



Restrained over
\$175.8 million in assets

Safeguarded 9 designated airports, with aviation operations teams consisting of police and protective service officers

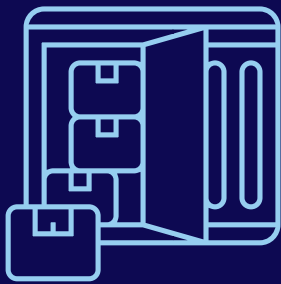
responding to **22,461** incidents



Seized
31.3 tonnes

of illicit drugs and precursors at the border or domestically





Assisted
overseas police to seize

41.8
tonnes

of illicit drugs

Charged
318
people with
criminal offences



Charged
121
people as a result
of child exploitation
investigations



Charged 13 people
as a result of terrorism-related
operations by the AFP and our Joint
Counter Terrorism Team partners

Maintained a
presence in

34

countries

37


AFP posts

7

police development
missions



Solomon Islands Pacific
Games Deployment
November 2023



Chapter 2

Annual Performance Statement

Statement of preparation

I, as the accountable authority of the Australian Federal Police (AFP), present the 2023–24 Annual Performance Statement of the AFP as required under subsection 39(1)(a) of the *Public Governance, Performance and Accountability Act 2013* (Cth) (PGPA Act). In my opinion, this annual performance statement is based on properly maintained records, accurately reflects the AFP's performance in 2023–24 and complies with subsection 39(2) of the PGPA Act.



Reece P Kershaw APM
Commissioner

16 September 2024

Purpose of the AFP

As Australia's national policing agency, we protect Australians and Australia's interests.

The AFP's mission is to lead policing efforts to keep Australians and Australia's interests safe. Our role is set out in detail in section 8 of the *Australian Federal Police Act 1979* (Cth), in priorities established in the Ministerial Direction and in the *AFP Corporate Plan 2023–24* (see Figure 2.1).

Figure 2.1 Our core functions



Performance

In pursuit of our purpose, vision and mission, the AFP measures performance against the 3 outcomes and 4 programs stated in the Portfolio Budget Statement (see Figure 2.2), using qualitative (case studies) and quantitative (Table 2.1) measures. Several of these measures, such as community confidence and the 3 return on investment (ROI) measures, highlight public value and impact, whereas other measures highlight operational outcomes.

Figure 2.2 AFP’s Portfolio Budget Statement outcomes and programs



The increasing complexity of the criminal environment means that our work can often take years to resolve. The case studies and performance insights highlighted in this chapter provide a sense of the breadth and depth of the AFP’s work in policing for a safer Australia. In addition, the case studies provide insights into aspects of our work, such as our processes, technological innovations, specialist and unique capabilities, and diverse range of domestic and international partnerships, that are challenging to distil into single quantitative measures.

The case studies are grouped by crime type, with the type of operational outcome shown against each. The 4 types of operational outcomes are defined as:

- **Prevention:** any lawful action that limits or removes the cause of offending and/or victimisation
- **Disruption:** any lawful action that interferes with, delays or complicates a criminal activity, resulting in the degradation of a criminal enterprise by reducing criminal capability, influence and capacity to create harm and victimisation. In some cases, this may be the same type of action that would achieve prevention in other situations

- **Response:** any timely and lawful action taken to address an incident or matter that requires immediate attention either to limit the harm from a criminal act, a continuing offence, an unsafe situation or an emergency or to support policing efforts to secure evidence or locate/detain an offender
- **Enforcement:** using legislation and police powers to undertake police services and provide police support services to domestic and foreign partners, to minimise harm, support prosecution of criminal acts, fulfil legislated duties, assist with intelligence exchange and support good global order.

As identified in the *AFP Portfolio Budget Statement 2024–25* and the recently published *AFP Corporate Plan 2024–25*, significant improvements have been made to how we identify activities and incorporate them within the hierarchy of outcomes, programs and performance measures. This good practice change ensures that the AFP performance measures are the primary means to assess our non-financial performance. This annual report reflects this change and limits reporting of non-financial performance to the performance measures identified in the *AFP Corporate Plan 2023–24*.

Results summary

In 2023–24, the AFP achieved positive results under all of our 3 outcomes (see Table 2.1). The performance results achieved are the result of our members’ dedication in adapting to the ever-changing criminal landscape, investment in leading-edge policing capabilities and knowledge, and partnerships with domestic and international law enforcement agencies.

Our strong performance results achieved under Program 1.1 are demonstrated by the positive community confidence results received this year, the ROI from our activities, the diversity and complexity of cases resolved, the significant results of transnational operations, and the reduction of crime through prevention and disruption measures. The case studies highlight several consistent themes: our results are often due to years of effort; they are achieved through a variety of capabilities from across the AFP; and they are achieved through considerable support from our partners.

The throughput of cases (the difference between cases on hand at the **start of the year** and those on hand at the **end of the year**) indicates the volume of our efforts across all outcomes (see Figure 2.3). Case numbers under Outcome 1 include investigations that often involve complex and multifaceted challenges, requiring a significant amount of time and expertise to reach a resolution. All outcomes include operational support case numbers that relate to investigative effort under specialist capabilities, including intelligence, canine and forensics.

Figure 2.3 Overall throughput of AFP cases*, 2023–24



*The final number of cases at year’s end does not equal the start number of cases plus new cases minus closed cases. For example, multiple cases against a single offender can sometimes be merged during the year.

Data source: AFP PROMIS, IMS

The growth in case numbers in 2023–24 was driven partly by the adoption of a single software platform for operational members to manage investigations throughout their lifecycle within the AFP: the Investigations Management Solution (IMS). The implementation of this platform has been accompanied by a change towards recording every referral as its own case. Previously, smaller investigations of particular crime types were recorded as entries within a single larger case. Due to the phased approach to the introduction of IMS, there will be a period between exclusively PROMIS (Police Real-time Online Management Information System) data reporting and exclusively IMS reporting. Therefore, further increases in investigation numbers are expected in 2024–25.

Growth in investigation numbers has also been accompanied by an increase in the complexity of AFP investigations – for example, Operation Gain (page 21), Operation Avarus-Nightwolf (page 25) and Operation Tenterfield (page 29).

Within Program 2.1, ACT Policing delivered significant positive results for the people of the ACT, particularly relating to repeat offending (Operation Toric, page 41) and drugs (Operation Athos, page 40). These 2 case studies highlight the achievements under Program 2.1. More information about the performance of ACT Policing is available in their dedicated annual report.¹

Under Program 3.1, the AFP provides protection services at Australian international airports and to Australian high office holders. The Priority 1 and Priority 2 response times measures were one and 2 percentage points below the target of 90% of responses within 10 minutes respectively, but this comes in the context of Aviation members responding to much larger numbers of airport incidents within the required timeframe.

The results under Program 3.2 highlight the variety of work we undertake with our international partners in the Pacific region. These partnerships are valuable, supporting the capabilities of law enforcement organisations in 20 countries, enhancing Australia's international standing and reducing criminal harms experienced by Australians.

Table 2.1 Performance measures in the 2023–24 Portfolio Budget Statement

Performance measure	Target	Result	Met
Program 1.1 Federal Policing – Investigations			
1.1.1 Community confidence			
General public	85%	89%	Met
Informed public	90%	94%	Met
1.1.2 Return on investment – transnational	>1	20.5	Met
1.1.3 Return on investment – assets confiscation	>1	1.8	Met
1.1.4 Return on investment – international	>1	80.2	Met

¹ ACT Policing, Annual Reports, police.act.gov.au/about-us/publications/annual-reports, accessed 16 August 2024.

Performance measure	Target	Result	Met
1.1.5 Prevention case studies	Successful preventions	Successful preventions	Met
1.1.6 Disruption case studies	Successful disruptions	Successful disruptions	Met
1.1.7 Disruption count	206	Not available	NA
1.1.8 Response case studies	Successful response	Successful response	Met
1.1.9 Enforcement case studies	Successful enforcement	Successful enforcement	Met
1.1.10 Prosecution success rate	95%	96%	Met
Program 2.1 ACT Community Policing			
2.1.1 Prevention case study	Successful prevention	Successful prevention	Met
2.1.2 Response case study	Successful response	Successful response	Met
2.1.3 Enforcement case study	Successful enforcement	Successful enforcement	Met
Program 3.1 Specialist Protective Services			
3.1.1 Response times			
Priority 1	90% within 10 minutes	89%	Not met
Priority 2	90% within 20 minutes	88%	Not met
Priority 3	95% within 120 minutes	99%	Met
Priority 4	95% within 24 hours	100%	Met
3.1.2 Avoidable incidents	<2	0	Met
3.1.3 Prevention case studies	Successful preventions	Successful preventions	Met
Program 3.2 International Police Assistance and External Territories			
3.2.1 Mission evaluations	Successful evaluations	Successful evaluations	Met
3.2.2 Prevention case studies	Successful preventions	Successful preventions	Met
3.2.3 Disruption case studies	Successful disruptions	Successful disruptions	Met

Outcome 1 – National and International Policing

Reduce criminal and national security threats to Australia's collective economic and societal interest through cooperative policing services.

Program 1.1: Federal Policing – Investigations

Program 1.1 aims to reduce criminal and security threats through promoting the safety and security of Australian communities and infrastructure; preventing, deterring, disrupting and investigating serious and organised crime and crimes of Commonwealth significance; and ensuring effective collaboration with international, Commonwealth, and state and territory partners.

Performance measure 1.1.1 Community confidence

Table 2.2 Program 1.1 Community confidence

Community confidence result (%)	2023–24	Target	Target achieved
General public	89%	85%	Yes
Informed public	94%	90%	Yes

Data source: AFP Community Confidence Survey

Methodology: An independently conducted survey using a random sample of the Australian population, stratified by age, gender and state/territory. Quarterly results are aggregated to an annual result

Strong relationships and mutual trust between police agencies and their communities are critical to effective policing. Trusting communities are more likely to engage and partner with police in the pursuit of shared safety interests and to support police access to contemporary statutory powers. Community members' trust in police depends on whether they believe that police actions reflect community values and that police are accountable for their use of statutory powers, as well as on their perception of police intentions, effectiveness and fairness.²

The AFP commissions an annual survey to gauge community confidence in its contribution to law enforcement and national security. In 2023–24, we updated the survey methodology to reflect changing community preference and to more effectively track community perceptions of the AFP, by:

- shifting the survey to an entirely online collection model for the first time – previous surveys were partly or entirely run by telephone
- doubling the sample size of previous years (1,000 respondents per year in one annual survey) and increasing collection frequency to quarterly. The new method will increase the accuracy of annual data and allow for better tracking of community confidence within each year.

Additionally, as outlined in the AFP's *Portfolio Budget Statement 2023–24* and *Corporate Plan 2023–24*, we restructured the community confidence performance measure to redefine community confidence

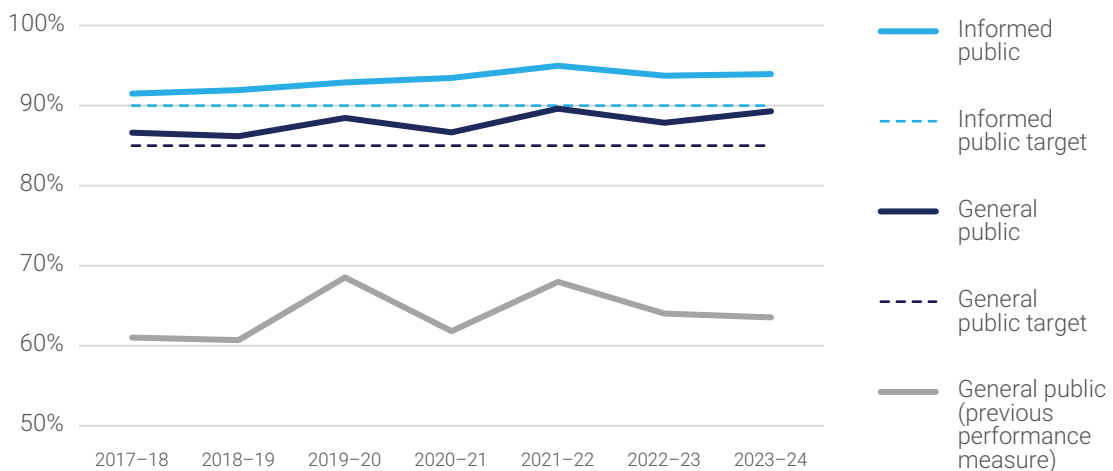
² Australia New Zealand Policing Advisory Agency, The Four Dimensions of Trust: Summary, <https://www.anzpaa.org.au/resources/publications/the-four-dimensions-of-trust-summary>, accessed 16 August 2024.

as overall confidence in the AFP at 6 or higher out of 10, with increased targets set for both the general Australian public (85%) and the 'informed public' (90%). 'Informed public' is defined as those who self-assess their understanding of the AFP at 7 or higher out of 10.

The data shows that Australians who self-identify as having a higher level of knowledge of the AFP also report having higher confidence in the AFP. Of the 2,002 people surveyed, 89% expressed confidence in the AFP (6 to 10 out of 10); and 94% of the 753 people who identified themselves as the 'informed public' expressed confidence in the AFP.

The reformulation of the performance measure from existing survey data means that we can determine historical trends for the new community confidence measures. The AFP also continues to monitor the previous 'high community confidence' performance measure (see Figure 2.4).

Figure 2.4 Overall confidence in the AFP, 2017–18 to 2023–24



Data source: AFP Community Confidence Survey

Within the survey, we also asked respondents further questions to determine the reasons for their confidence in the AFP.

Key points include:

- respondents are particularly confident in the AFP's contribution to safety at airports (84%), combating terrorism (81%) and protecting VIPs and embassies (80%)
- 80% of respondents believe the AFP performs its job professionally, 78% believe the AFP acts with the right intentions and 78% believe the AFP is effective at combating crime. These results are similar to 2022–23.

In 2023–24, 18% of survey respondents reported having 'low knowledge' of the AFP (self-reported knowledge of the AFP of 1 to 3 out of 10) and 3% of respondents reported having 'low confidence' in the AFP (overall confidence in the AFP of 1 to 3 out of 10). Combined with the identified relationship between high knowledge and confidence identified above, together these results indicate that, while few Australians mistrust the AFP, there is potential to continue to improve the community's confidence in the AFP by helping the community to understand more about what the AFP does and the challenges we face.

Performance measure 1.1.2 Return on investment – transnational

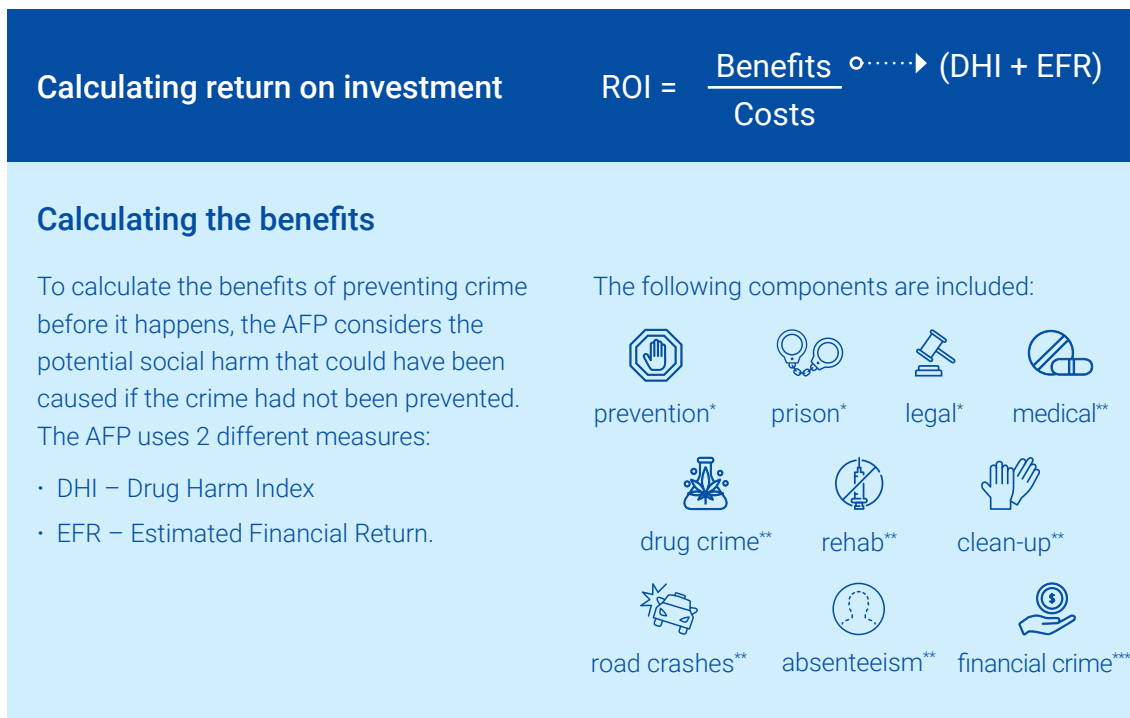
Table 2.3 Program 1.1 ROI – transnational

ROI transnational result	2021–22	2022–23	2023–24	Target	Target achieved
	16.6	45.9	20.5	Positive return (i.e. >1)	Yes

Data source: AFP PROMIS, SAP, Drug Harm Index (DHI), Estimated Financial Return (EFR)
Methodology: ROI = benefit ÷ cost

The impact of the AFP’s transnational crime effort is measured through the ROI – a calculation estimating the amount of social harm to the community that was avoided due to AFP actions (see Figure 2.5). This formula is used to measure the outcomes of drug and financial crime investigations because for these crime types it is possible to estimate a dollar value for harm prevention. The ROI is calculated by estimating how much social harm the community avoided as a result of the AFP seizing drugs and preventing fraud and then dividing these benefits by the staff and legal costs of running the investigations.

Figure 2.5 Calculation for ROI transnational and social harm



* Component is common in both DHI and EFR calculations
 ** Component is used only in DHI calculations
 ***Component is used only in EFR calculations

In 2023–24, the transnational ROI result was 20.5, which exceeded the target of greater than 1.0. The 2023–24 result reflects both the AFP’s effective targeting of organised crime and the greatly positive effect on the community from the prevention of drug-related harms throughout Australia.

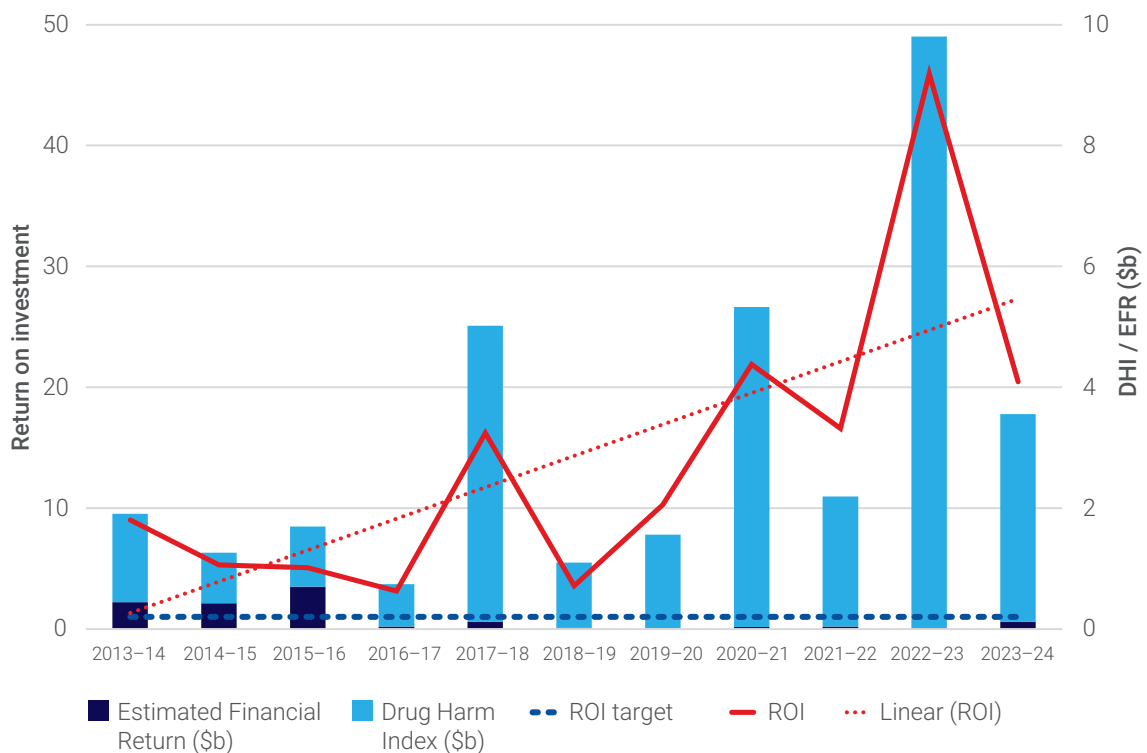
The largest drug seizures contributing to this result were:

- 840 L of liquid cocaine in Melbourne, preventing an estimated \$542 million in harm
- 700 kg of cocaine in Sydney through Operation Walloon, preventing an estimated \$451 million in harm
- 272 kg of heroin in Melbourne through Operation Burchett, preventing an estimated \$357 million in harm.

These largest seizures are smaller in quantity and estimated harm compared to the 3 largest seizures in 2022–23, hence the decrease in ROI in 2023–24. However, as Figure 2.6 shows, the 2023–24 result is comparable to the 2020–21 and 2021–22 results, which were already higher than those of the preceding years.

There were fewer investigations involving large amounts of fraud finalised in 2023–24. This continues the trend from previous years.

Figure 2.6 Transnational crime ROI trend, 2013–14 to 2023–24



Data source: PROMIS, SAP, DHI, EFR

Performance measure 1.1.3 Return on investment – assets confiscation

Table 2.4 Program 1.1 ROI – assets confiscation

ROI assets confiscation result	2021–22	2022–23	2023–24	Target	Target achieved
	2.8	2.6	1.8	Positive return (i.e. >1)	Yes

Data source: Value of assets forfeited (using data provided by the Australian Financial Security Authority), AFP Criminal Assets Confiscation Taskforce costs

Methodology: ROI = benefit ÷ cost

The AFP is committed to confiscating criminal assets to combat organised crime by removing profit from crime and preventing any reinvestment in future criminal enterprises. Under the *Proceeds of Crime Act 2002* (Cth), the AFP may target illicit wealth through the Criminal Assets Confiscation Taskforce (CACT). This taskforce brings together the Australian Taxation Office (ATO), the Australian Criminal Intelligence Commission (ACIC), the Australian Transaction Reports and Analysis Centre (AUSTRAC) and the Australian Border Force and hosts investigators, forensic accountants, analysts, litigators and partner agency specialists across Australia.

In 2019, the AFP Commissioner set a 5-year target of \$600 million in assets restrained. As of 30 June 2024, the CACT has restrained over \$1.1 billion in assets. Subject to the outcome of forfeiture orders, restrained assets can then be forfeited, and the liquidated assets paid into the Confiscated Assets Account (CAA). The Australian Financial Security Authority (AFSA) plays a key role by managing assets until liquidation and managing the CAA. With the approval of the minister responsible for the AFP, funds in the CAA may be used for a suite of crime prevention and law enforcement programs and measures.

This performance measure demonstrates the value of this work to the community by comparing the worth of realised confiscations from proceeds of crime in 2023–24 with the costs of running the CACT. Assets quantified in this result may relate to investigations that began before 2023–24. The ROI for assets confiscation is 1.8, surpassing the target of greater than 1.0. This is based on a total benefit of \$48.2 million of confiscated assets over costs of \$26.9 million. This result demonstrates how much the taskforce benefits the Australian public.

Performance insight: Unidentified human remains program

In July 2020, the AFP-led National Missing Persons Coordination Centre (NMPCC) launched the National DNA Program for Unidentified and Missing Persons, funded by the *Proceeds of Crime Act 2002* (Cth). The program employs DNA testing and other forensic techniques to scientifically connect unidentified human remains with long-term missing persons cases, using both direct and family reference samples to expand DNA databases. Over 4 years, the program has provided forensic testing for 111 cases, comprising 99 unidentified human remains cases and 12 long-term missing persons cases. More than 50 of these cases have now been resolved, including 11 cases in 2023–24.

Proceeds of Crime Act funding for the program ceased on 30 June 2024, so the AFP has initiated Project Restore to explore options for maintaining the program's capabilities and ongoing collaboration with partner agencies. Project Restore has started with the integration of the NMPCC into the AFP's Forensic Command. This move is intended to enhance the AFP's forensic capability in collaboration with both law enforcement and forensic partners, ensuring a sustainable model for handling human remains and complex samples in criminal and coronial cases.

The National DNA Program for Unidentified and Missing Persons has demonstrated how assets confiscated as a result of operations by the CACT can be redeployed by government and ultimately used to uplift the AFP's capability and bring closure for Australian families.

Performance measure 1.1.4 Return on investment – international

Table 2.5 Program 1.1 ROI – international

ROI international results	2021–22	2022–23	2023–24	Target	Target achieved
	47.3	70.6	80.2	Positive return (i.e. >1)	Yes

Data source: AFP PROMIS, Drug Harm Index (DHI), AFP international post costs
 Methodology: ROI = benefit ÷ cost

The AFP assists international law enforcement partners through joint operations to combat and disrupt crimes such as human trafficking, child abuse exploitation and illicit drug trafficking which would ultimately affect Australians and Australia's interests.

The ROI international measures the effectiveness of the AFP's international posts in disrupting drug trafficking. It does so by measuring the harm of drugs seized internationally with AFP assistance, using the Drug Harm Index (DHI) and dividing that figure by the cost of running AFP international posts.

In 2023–24, the ROI international was 80.2, substantially surpassing the target of greater than 1.0. This figure was calculated from a DHI of approximately \$14.8 billion from drugs seized internationally with AFP assistance and from the seized amount of 42 t. AFP international posts cost \$185 million in 2023–24.

The largest seizures contributing to this amount were:

- 5 t of methamphetamine in Myanmar, preventing an estimated \$2.3 billion in harm
- 4.2 t of methamphetamine in Fiji, preventing an estimated \$1.9 billion in harm
- 4.1 t of methamphetamine in Myanmar, preventing an estimated \$1.9 billion in harm.

From 2023–24, the result only includes drugs seized with AFP assistance.

The Operation Nautilus case study (page 52) highlights the complex investigations that the AFP undertakes with international partners to disrupt international criminal networks and seize illicit drugs. These results are possible because of years of investment in the AFP's relationships with international partners, allowing the AFP to prevent significant harm to Australians.

Performance insight: Disrupting serious organised crime in Türkiye

Transnational serious and organised crime is a global challenge that costs Australians an estimated \$60 billion annually and disproportionately harms some of the world's most vulnerable people.

Almost 7 years ago, the AFP identified that a group of suspected high-level Australian transnational serious and organised criminals were using Türkiye (Turkey) as a base to target Australia with multi-tonne shipments of methamphetamine and cocaine. These suspected criminals included high-ranking members of a high-profile outlaw motorcycle gang.

To counter the threat to Australia, the AFP's International Command, through Operation Gain, increased its engagement with Turkish authorities. We brought the threat to their attention, sharing information and intelligence over time. As a result, Turkish law enforcement launched an investigation into the cohort for money laundering, narcotics trafficking and establishing an organised crime group.

In November 2023, Turkish authorities – with the assistance of the AFP – arrested 42 people, 18 of whom were of high value to Australian law enforcement. Assets of more than \$250 million were also restrained by Türkiye.

This is one of the largest offshore disruptions of criminals with a direct connection to Australia in a single overseas location.



Following deportation by Turkish Authorities, AFP officers arrest an alleged offender under Operation Gain

Performance measure 1.1.5 Prevention case studies

Table 2.6 Program 1.1 Prevention case studies

Prevention case studies result	2021–22	2022–23	2023–24	Target	Target achieved
	Successfully targeted crime prevention	Successfully targeted crime prevention	Prevention case studies ³	Successful preventions	Yes

Data source: AFP PROMIS, AFP's administrative data and records

Methodology: Selected against performance measures, operational definitions, crime priorities and tangible benefits to the community

Performance measure 1.1.6 Disruption case studies

Table 2.7 Program 1.1 Disruption case studies

Disruption case studies result	2021–22	2022–23	2023–24	Target	Target achieved
	Successfully targeted crime disruption	Successfully targeted crime disruption	Disruption case studies ³	Successful disruptions	Yes

Data source: AFP PROMIS, AFP's administrative data and records

Methodology: Selected against performance measures, operational definitions, crime priorities and tangible benefits to the community

Performance measure 1.1.7 Disruption count

Table 2.8 Program 1.1 Disruption count

	2021–22	2022–23	2023–24	Target	Target achieved
Domestic	46	30	Not available	–	–
International	266	191	Not available	–	–
Disruption count result	312	221	Not available	206	Not available

Data source: AFP PROMIS

Methodology: Count of disruptions (disruption assessment, international disruption and international post-disruption) using case note entries

³ Case studies are grouped by crime type and often include aspects of prevention, disruption, response and enforcement. Each crime type may encompass multiple programs, as indicated in the heading for each case study.

Disruption is a specific type of policing activity involving delaying, diverting or otherwise complicating a criminal activity or the operations of a criminal entity. Disruption activities involve building relationships with partners. They aim to affect complex transnational crime where prosecution in Australia may not be realistic or cost-effective – for example, disrupting crimes occurring within Australia that are committed by offenders located offshore.

The phased implementation of IMS, the AFP’s new case management system, affected the availability of data for this measure as defined. The AFP is currently evaluating the additional functionality that IMS affords and the best way to report on disruptions.

A follow-on disruption measure is currently under development. The new measure will leverage future IMS capabilities and capture the relative impact of disruptions. Pending delivery of this expanded measure, the AFP’s performance in disrupting crime, both domestically and internationally, can still be gauged by Operation Avarus-Nightwolf (page 25), Operation Tenterfield (page 29), Operation Elbrus (page 27), Operation Aquila (page 34), Operation Athos (40) and Operation Nautilus (page 52).

Performance measure 1.1.8 Response case studies

Table 2.9 Program 1.1 Response case studies

Response case studies result	2021–22	2022–23	2023–24	Target	Target achieved
	Successfully targeted crime response	Successfully targeted crime response	Response case studies ⁴	Successful response	Yes

Data source: AFP PROMIS, AFP administrative data and records

Methodology: Selected against performance measures, operational definitions, crime priorities and tangible benefits to the community

Performance measure 1.1.9 Enforcement case studies

Table 2.10 Program 1.1 Enforcement case studies

Enforcement case studies result	2021–22	2022–23	2023–24	Target	Target achieved
	Successfully targeted crime enforcement	Successfully targeted crime enforcement	Enforcement case studies ⁴	Successful enforcement	Yes

Data source: AFP PROMIS, AFP administrative data and records

Methodology: Selected against performance measures, operational definitions, crime priorities and tangible benefits to the community

⁴ Case studies are grouped by crime type and often include aspects of prevention, disruption, response and enforcement. Each crime type may encompass multiple programs, as indicated in the heading for each case study.

Crime priority: Transnational serious and organised crime

Program 1.1

Prevention Disruption Response Enforcement
P D R E

Performance objectives

We seek to reduce criminal and national security threats posed by transnational serious and organised crime (TSOC) by:

- reducing the attractiveness of Australia as a target of TSOC
- minimising the vulnerability of Australia and its partners to TSOC threats
- reducing the likelihood and consequences of TSOC threats facing Australia.

Strategies

Our key strategies to combat TSOC are:

- disrupting offshore TSOC networks and high-value targets through our international network
- hardening the supply chain and challenging the operations and logistics of TSOC groups, including their use of trusted insiders
- infiltrating and disrupting criminal communications
- identifying and removing the profits derived from serious and organised criminal activity, particularly targeting money laundering
- collaborating with partner law enforcement agencies and sharing intelligence to tackle TSOC activity.



Vehicle seized by the AFP under Operation Avarus-Nightwolf

Case study

Operation Avarus-Nightwolf: Disrupting complex multi-billion dollar money laundering

Money laundering organisations provide organised crime with the oxygen to thrive and grow. The proceeds of serious and organised crime reward criminals and provide revenue to reinvest in yet more crime, such as importation of illegal drugs. The AFP plays a critical role in disrupting this type of criminal activity and protecting Australians from harm.

In 2022, we commenced the most complex AFP-led money laundering investigation in Australia's history: Operation Avarus-Nightwolf. The investigation targeted the alleged principals of a major money laundering organisation that serviced criminal clients through its control of a large money exchange business operating throughout Australia.

The Avarus-Nightwolf Taskforce drew on the capabilities of several partner agencies: the AUSTRAC, the ACIC, the Australian Border Force, and the United States (US) Homeland Security Investigations agency. As the investigation grew in scale and complexity, additional assistance was provided by the ATO and the Australian Securities and Investments Commission to create a formidable multi-disciplined team of investigators, forensic accountants and intelligence officers.

In October 2023, Operation Avarus-Nightwolf deployed 240 AFP officers, plus another 92 specialist AFP members and partners, to execute 19 search warrants across Australia. The 7 alleged principals of the criminal organisation were arrested and charged with a range of Commonwealth money laundering offences. The AFP alleges that at least \$229 million in illicit funds was laundered through the organisation. In parallel, AUSTRAC suspended the registration of the network of money exchange businesses,

and the CACT obtained restraining orders over assets in connection with the alleged offending.

The legitimate money exchange business operated over a dozen shopfronts in every mainland Australian state and reported more than \$5 billion in money transfers annually. The principals of the criminal organisation allegedly exploited their ownership and control of the business to provide money transfer services to criminal clients who wished to move money anonymously or to obfuscate the true source or ownership of the money. In this way, the organisation was hiding in plain sight and entrenched within the mainstream Australian financial industry. Alleged criminal clients included organised crime groups seeking to launder the proceeds of illicit drug and tobacco trafficking, avoid paying tax and circumvent regulatory reporting regimes in Australia and corresponding jurisdictions.

The criminal principals allegedly earned tens of millions of dollars in profits from their business. They allegedly structured to avoid paying any company or personal income tax on those profits, and used the profits instead to amass property and high-value luxury goods worth millions of dollars.

The matter is still before the court.

Operation Avarus-Nightwolf highlights the complex threat that TSOC poses. In addressing this threat, the operation exemplifies how the AFP leverages its specialist expertise in concert with a range of domestic and international partners (Prevention, Response) to dismantle criminal enterprise (Disruption), protect the livelihoods of Australians (Enforcement), and identify and remove the profits derived from serious and organised criminal activity.

Thanks to the efforts of the AFP-led Avarus-Nightwolf Taskforce, a major money laundering channel between Australia and the rest of the world has now been permanently disrupted.

Crime priority: Fraud and corruption

Program 1.1

Prevention Response Enforcement
P **R** **E**

Performance objectives

We seek to reduce serious or complex fraud and corruption against the Commonwealth, including foreign bribery, by:

- disrupting, dismantling and prosecuting those who commit or attempt to commit Commonwealth fraud and corruption against Australians and Australia's interests
- ensuring a coordinated response to serious or complex fraud and corruption internationally, nationally and across Commonwealth entities
- making Australia an unattractive place to commit financial crime, by achieving maximum impact against serious and complex fraud and corruption offending
- encouraging self-reporting and cooperation by corporations
- using data to improve the efficiency of fraud and corruption investigations.

Strategies

Our key strategies to combat fraud and corruption, including foreign bribery, are:

- disrupting high-value targets, insider threats and professional facilitators of financial crime
- identifying opportunities to pursue proceeds of crime in partnership with the AFP-led CACT
- managing and utilising intelligence to place our actions where they will have the most impact
- collaborating with state and territory, national and international partners to share intelligence, leverage capability and coordinate activities to fight financial crime and maximise impact
- building the investigative capability of Commonwealth partner agencies and international law enforcement agency partners through fraud and corruption investigations training
- uplifting the capability of Commonwealth partner agencies to investigate, disrupt and prosecute serious or complex fraud and corruption through the Commonwealth Investigations Capability Group and crime type specific training.

Case study

Operation Elbrus: Disrupting a large-scale organised tax fraud and money laundering syndicate

Large-scale fraud against the Commonwealth conducted by organised criminal networks is a serious matter because defrauding the Commonwealth ultimately diminishes the funds available for a variety of public services, such as hospitals and the welfare system. In 2021–22, the estimated cost of fraud against the Commonwealth was in excess of \$2 billion.

In 2017, Operation Elbrus was launched as a joint AFP and ATO investigation with a primary focus on serious financial crime. The operation disrupted a group of people who used payroll service companies to divert pay-as-you-go withholding tax and goods and services tax owed to the ATO by second-tier companies. Those second-tier companies were headed by ‘straw directors’,⁵ who were targeted by the criminals because they were vulnerable members of the community. The second-tier companies paid only a percentage of the taxation owed, with the outstanding taxation funds being diverted for the personal benefit of the criminals.

The large-scale organised tax fraud and money laundering syndicate was responsible for one of Australia’s largest ever taxation frauds involving multiple professional co-conspirators, including a lawyer and the son and daughter of a senior ATO official. The syndicate was responsible for defrauding the Commonwealth of more than \$105 million. During Operation Elbrus, the AFP uncovered a \$25 million blackmail demand made against the members of the syndicate, which had resulted in \$24 million being paid to the blackmailers.

Following an 8-month investigation, 290 AFP members took part in the execution of 34 search warrants. A total of 17 people were subsequently charged with offences in relation to conspiracy to defraud the ATO, money laundering offences, and charges relating to the blackmail. Those charged included an additional lawyer who had used his legal firm’s trust fund to launder the blackmail funds paid by the syndicate members.

The AFP-led CACT restrained assets estimated at \$55 million in relation to this operation. These restraints included \$3 million in cash, including \$1.5 million located in a safety deposit box, 16 residential properties, 26 motor vehicles, 9 motorbikes, 2 aircraft, and share trading accounts. In 2023 and 2024, the final 6 offenders were sentenced.

In total, 15 offenders have received a combined sentence of 120 years and 3 months.

Operation Elbrus demonstrates the tenacity and ongoing dedication required for complex fraud investigations, which often involve collaborating with partners (in this case the ATO) to fight financial crime. Operation Elbrus also highlights successes from our strategy of identifying opportunities to pursue proceeds of crime in partnership with the AFP-led CACT (Response), thus serving the community and protecting Australia’s valuable public funds that could otherwise be used to fund essential services. The operation also demonstrates the AFP’s commitment to prosecuting offenders in accordance with the law (Enforcement) and disrupting high-value targets. The AFP will continue to work with partner agencies to target and share information (Prevention) to bring financial criminals to account.

⁵ A ‘straw director’ is a visible legal representative of a company acting on behalf of the actual owner, with no real involvement in the company, to mask the effective owner.

Crime priority: Human exploitation

Program 1.1

Prevention Disruption Response Enforcement
P D R E

Performance objectives

We seek to lead a coordinated and connected policing response to counter all forms of human exploitation, including the online exploitation of children and human trafficking and modern slavery. We focus on disrupting criminal syndicates and supporting victim-survivors and protecting them from further harm. The AFP does this by:

- reducing the vulnerability of Australia and its surrounding region to human exploitation
- reducing the attractiveness of Australia and its surrounding region for human exploitation
- reducing the likelihood of human exploitation affecting Australians and citizens of surrounding regions.

Strategies

Our key strategies to combat human exploitation include:

- disrupting and dismantling organised criminal syndicates and creating a hostile environment for offenders to operate in
- identifying and removing victims from harm at the earliest possible opportunity
- reducing economic, social and individual rewards from human exploitation
- reducing harm from complex, organised human exploitation networks
- enhancing capability and interoperability between the public and private sectors to tackle human exploitation crime types
- enhancing community confidence that authorities, civil society and the private sector are addressing issues related to human exploitation
- increasing public awareness and community resilience through the national ThinkUKnow program, using consistent messaging and best practice in supporting victim-survivors
- continuing to develop initiatives to raise awareness of incidents of human trafficking and slavery – for example, by facilitating the delivery of the Look-a-Little-Deeper program to first responders
- developing and delivering innovative messaging to raise community awareness of the human exploitation environment, encouraging public reporting on all forms of human exploitation
- implementing the AFP-led measures under the National Strategy to Prevent and Respond to Child Sexual Abuse 2021–30
- implementing the AFP-led and shared actions under the National Action Plan to Combat Modern Slavery 2020–25
- working collaboratively with partners to respond to human exploitation crime threats.

Case study

Operation Tenterfield: Protecting children from sexual abuse

Sexual abuse of children is an abhorrent crime with a lasting impact on the child, their family and their local community. Identifying, investigating and prosecuting individuals who commit child sexual abuse offences is a priority of the AFP and the AFP-led Australian Centre to Counter Child Exploitation (ACCCE).

In August 2022, the AFP launched Operation Tenterfield in response to the discovery of child abuse material on the dark web which was suspected to have been recorded in a childcare setting. Since 2014, an international effort by victim identification specialists to identify the children in the images and videos had proven unsuccessful.

However, after a concerted effort, the AFP investigators were able to trace objects in the background of the alleged child abuse material to a Brisbane childcare centre. Within 48 hours, AFP members executed 3 search warrants and located self-produced child abuse material on electronic devices. A forensic examination revealed more than 4,000 images and videos allegedly created by the offender.

The AFP coordinated a joint agency taskforce under Operation Tenterfield at the AFP-led ACCCE to review the more than 4,000 seized images and videos. Through meticulous examination of this material, victim identification specialists and investigators helped identify 92 child victims of an alleged offender who had worked in child care in Queensland, NSW and overseas.

Specially trained AFP members were then tasked with confirming the identities of all Queensland child victims and notifying families and victims. This task included gathering evidence to support a criminal prosecution against the alleged offender and, importantly, ensuring the health, safety and wellbeing of the people involved by connecting them with trauma and counselling services.

In response to alleged offending that took place in NSW, Operation Tenterfield established a joint agency agreement between the AFP and the NSW Police Force. With assistance from the AFP, the NSW Police Force notified families and individuals identified through the investigation. This collaborative and timely response highlights the strong partnership between the AFP and the NSW Police Force and demonstrates their ongoing commitment to protecting children from sexual abuse.

Operation Tenterfield has been a complex investigation involving up to 35 AFP members, with response and enforcement activities continuing into 2024. The investigation has resulted in 1,623 child sexual abuse charges in Brisbane, Sydney and overseas. The AFP continues to work with international partners to identify 4 children recorded in child abuse material created overseas. These matters are currently before the court.

The investigative tactics used under Operation Tenterfield highlight the AFP's strategy of strong collaboration with our state, territory and international law enforcement partners to respond to human exploitation crime. The AFP is continuing to work with other new and valuable stakeholders, such as Queensland Health, to best support victims of this crime.

Operation Tenterfield has disrupted significant criminal conduct (Disruption) and resulted in the protection and care of children (Response). The AFP's efforts under this investigation have not only strengthened awareness of the scale of offending but also enabled the AFP and partners to investigate and bring alleged offenders before the courts (Enforcement). Through its Child Protection Strategic Plan 2023–26, the AFP will continue to lead coordinated and connected policing response to crimes against children and young people (Prevention).

Delivering tangible results is key to enhancing the community's confidence that authorities are addressing human exploitation. Data from the AFP's Community Confidence Survey highlights that, in 2023–24, 86% of Australians were confident in the AFP regarding our contribution to combating human exploitation.

Crime priority: Counter terrorism

Program 1.1 / Program 3.2

Prevention Response
P **R**

Performance objectives

In partnership with domestic and international agencies, we aim to reduce Australia's vulnerability, attractiveness and likelihood of being targeted for terrorism activity, and prevent or minimise the consequences of threats against our national security by:

- detecting, preventing and disrupting terrorist threats
- developing strategies to counter violent extremism, including supporting community engagement and resilience to violent extremism
- building organisational capability and resilience, leading to prevention and disruption of threats and criminal activity.

Strategies

Our strategies to combat terrorism threats include:

- improving capability; and shaping, leading and building collaborative partnerships with domestic and international law enforcement, intelligence and non-traditional agencies to fight threats against national security
- identifying and mitigating the threat posed by terrorist offenders post-incarceration through interagency capabilities and resources
- collaborating to coordinate the identification of those considered to represent an enduring risk and actively improving our capability and technology
- collaborating with traditional and non-traditional domestic and international partners to build capabilities to respond to an increase in online radicalisation, including youth radicalisation
- maximising operational impact and building the capability of partners in South-East Asia to protect Australians and regional communities.

Case study

Operation Larimar: Responding to the Hamas–Israel conflict

In the early hours of 7 October 2023, the Hamas terrorist organisation launched a large-scale attack against Israel. The attack involved coordinated rocket and multiple incursions into towns and targeted both military installations and civilians. During the initial incursion, an Australian citizen was killed by Hamas militants.

The AFP established Operation Larimar to coordinate and oversee the AFP response to the domestic and international implications of the Hamas–Israel conflict. The rapid establishment of the Operation Larimar Incident Coordination Centre included AFP members from counter terrorism, intelligence operations, specialist protection, security and regional commands, with the operation scalable to 24/7 as required.

During Operation Larimar, the AFP worked closely with Australian Government agencies, state and territory policing partners and key community groups to prevent and respond to any threats. We monitored, collected information and assessed international developments and translated them into domestic assessments to inform appropriate planning and responses. We collaborated with our law enforcement partners across a range of capacities, including maintaining the safety, security and dignity of Australian high office holders, federal parliamentarians, prescribed representatives and officials and protection interests, including diplomatic missions. In conjunction with this, monitoring and assessment of increased protest activity across Australia from both pro-Palestine and pro-Israel groups was a key focus of Operation Larimar.

AFP aviation teams and joint counter terrorism teams monitored individuals seeking to travel to the region to potentially engage in hostilities. Our community liaison teams actively engaged with key community leaders to identify security concerns, assess community sentiment and educate the general community about appropriate supports through verified charities and groups. The AFP also contributed to whole-of-Australian-Government efforts, including interdepartmental emergency taskforce meetings and positioning of Australian agencies for any planned evacuations of Australians from the region.

The conflict in the Middle East has had a significant impact on both the Australian and the international community. The AFP continues to closely monitor the conflict in the Middle East and any domestic terrorism threats or incidents that may be inspired by such events. We continue to work with state and territory police on matters involving advocacy of terrorism or violence against groups or members of groups, and we continue to work alongside state, territory, Commonwealth and international partners to assess and respond to these events (Response). Our strategy of continued engagement directly with communities across all religious, cultural and ethnic backgrounds helps to build productive relationships and promote community safety by reducing threats against national security (Prevention).

Crime priority: Espionage and foreign interference

Program 1.1

Prevention Response Enforcement
P **R** **E**

Performance objectives

In partnership with domestic and international agencies, we aim to reduce Australia's vulnerability, attractiveness and likelihood of being targeted for espionage and foreign interference, and prevent or minimise the consequences of threats against our national security, by:

- detecting, preventing and disrupting espionage and foreign interference threats
- building organisational capability and resilience, leading to prevention and disruption of threats
- creating a hostile environment for foreign actors and disrupting espionage, foreign interference and criminal activity.

Strategies

Our strategies to combat foreign interference threats include:

- detecting, disrupting and, where possible, prosecuting espionage and foreign interference threats, promoting Australia as a non-permissive operating environment for threat actors
- collaborating with domestic and international partners to mitigate the threat of foreign actors to Australia's national interests.

Case study

Operation Fruithof: Protecting Australia against foreign interference

Espionage and foreign interference represent a serious threat to Australia's sovereignty and the security and integrity of our national institutions. The AFP and our partner agencies continue to take significant steps to strengthen our ability to prevent and disrupt foreign interference.

The AFP and Australian Security Intelligence Organisation (ASIO) led Counter Foreign Interference Taskforce (CFIT) was established in 2020 to increase intelligence collection, assessment and law enforcement capabilities to convert intelligence into operational outcomes. The insidious nature of espionage and foreign interference means that even a small level of activity can have severe consequences that can take years to be realised and can be difficult to prove. To be considered foreign interference under Australian law, the activity must be financed, supervised or directed by a foreign principal⁶ or its proxy. Prosecutions are one of several responses the AFP and its partners can use to prevent and disrupt espionage and foreign interference. Most of our actions to disrupt threats are not publicly visible.

On 29 February 2024, a Melbourne man was sentenced for a foreign interference offence investigated by Operation Fruithof, led by the CFIT, following charges laid in November 2020. This charge followed a year-long criminal investigation by the CFIT, which identified that the man was attempting to influence a federal government minister as part of a longer term plan to pursue the objectives of a foreign principal.

The activities culminated in a significant public donation, facilitated and promoted by a federal government minister who was unaware that they were being targeted.

Action taken by the CFIT disrupted the activity at an early stage and prevented it from compromising the targeted minister and interfering with a political or governmental process of the Commonwealth.

The offender was sentenced to 2 years and 9 months' imprisonment for engaging in conduct with the intention of preparing for or planning a foreign interference offence. This conviction is a significant achievement for the CFIT and highlights the important efforts of the AFP and our partners to bring this matter to a successful resolution. It was the first conviction for a foreign interference offence since foreign interference offences were introduced into the Criminal Code (Cth) by the *National Security Legislation Amendment (Espionage and Foreign Interference) Act 2018* (Cth).

The collaborative approach of members of the CFIT streamlines decision-making between agencies, which increases the likelihood of effective disruptions and prevents harm to the Australian community and Australia's national interests (Response). As a member of the CFIT, the AFP works with partners to develop intelligence-led and AFP-led operational strategies to disrupt threats and reduce vulnerabilities (Prevention).

The CFIT embodies our commitment to the protection of Australia and Australia's interests against foreign interference and bringing the offenders to justice (Enforcement). Operation Fruithof illustrates our strategy of collaborating with partners (in this case ASIO) to mitigate the threat of foreign actors to Australia's national interests.

⁶ A foreign principal can include a foreign political organisation, a public international organisation and a terrorist organisation. It does not have to be a foreign government for an activity to constitute foreign interference.

Crime priority: Cybercrime

Program 1.1

Prevention Disruption Response Enforcement
P D R E

Performance objectives

We aim to prevent, detect, deter and disrupt cybercrime threats to Australia by making it a costly and hostile environment for cybercriminals. The AFP does this by:

- investigating state-sponsored and/or criminally motivated cybercrimes against the Australian Government, critical infrastructure and systems of national significance
- investigating cybercrime that may affect the whole Australian economy
- supporting and coordinating the development of training and tools to equip and enable the AFP and our law enforcement partners to operate more effectively in the digital environment
- making disruption a focus, prioritising the identification of traditional and non-traditional law enforcement opportunities to maximise our impact on priority threats and undermine criminal confidence in cybercrime as a service
- supporting and coordinating national joint taskforces against priority cybercrime threats – such as through compromised business emails, ransomware, remote access scams and identity fraud – which can have domestic and international effects
- supporting victims of cybercrime through prevention, education and awareness activities.

Strategies

Our strategies to disrupt and prosecute cybercriminals and combat cybercrime threats include:

- disrupting cybercriminals using our cybercrime resources and special legislative powers
- prosecuting cybercriminals, regardless of their geographic location, using our network of international partners and intelligence-sharing capabilities
- using specialist tactics, techniques and procedures to de-anonymise cybercriminals, making it easier for law enforcement to target and disrupt criminal activity
- enhancing the cybercrime capabilities of the AFP and partner agencies to further undermine the environment where cybercriminals operate
- conducting education and outreach campaigns to increase public awareness, reduce victimisation and build community resilience against cybercrime threats.

Case study

Operation Aquila: Reinforcing Australia's cybersecurity strength through the first ever cyber sanction

Cybercrime continues to pose a substantial threat to Australia's economic and social prosperity. A recent survey by the Australian Institute of Criminology found that two-thirds (65.5%) of Australians have been a victim of cybercrime. On average, one cybercrime is reported every 6 minutes in Australia, with ransomware alone causing up to \$3 billion in damages to the Australian economy every year.

In October 2022, Medibank Private was targeted by alleged cybercriminals who illegally obtained and released 9.8 million records containing the personal information of Australians. The AFP and the Australian Signals Directorate (ASD) immediately began an investigation to identify the criminals responsible for the cyber breach.

In November 2022, Operation Aquila was established as a joint standing operation between the AFP and ASD to investigate, target and disrupt the highest priority cybercriminal syndicates, with a focus on ransomware threat groups. Operation Aquila involves a broad range of actions across intelligence sharing, prevention, disruption and prosecution, and engagement with key international partners.

Under Operation Aquila, the AFP and ASD evaluated and interpreted the intelligence to construct a comprehensive picture of the criminal activity that impacted Medibank Private's computer systems. This led to the identification of alleged offenders who participated in the data breach.

In January 2024, in close consultation with Australian Government partners, the AFP prepared a brief of evidence that identified one offender and detailed his alleged crimes. Following this, the Australian Government announced financial sanctions and a travel ban on a Russian citizen for his alleged role in the breach. This made it a criminal offence to provide assets to the alleged offender or to use or deal with his assets, including through cryptocurrency or ransomware payments. The alleged offender is also banned from travelling to, or remaining in, Australia.

The AFP's significant assistance to international disruptive action against the BlackCat (also known as ALPHV or Noberus) ransomware group is another example of the global and coordinated outcomes achieved by Operation Aquila. In 2023, the AFP identified that at least 56 Australian businesses and government agencies were targeted by BlackCat using the ransomware-as-a-service model, where developers create and update ransomware and maintain criminal infrastructure.

Several websites operated by malicious cyber actors were taken down as part of the global operation. As part of the law enforcement response, the US Federal Bureau of Investigation developed a decryption key and the AFP was able to engage with affected Australian businesses and agencies in an effort to restore their systems.

Operation Aquila outcomes continue to reinforce Australia's cybersecurity strength, deter potential cybercriminal activities and underscore the effectiveness of the AFP's international reach and specialised capabilities. The AFP has a critical focus on coordinating with state and territory police, who are responsible for assessing attacks against small to medium enterprises and individuals. Through our partnership with the ASD, we are able to rapidly disseminate information and increase our ability to disrupt potential criminal activity and prevent harm, including the loss of data, before it occurs. This operation continues to strengthen Australia's position as a partner of choice in countering cybercrime for international law enforcement agencies and intelligence communities. It sends a clear message that a collaborative response will hold cybercriminals accountable.

Operation Aquila's success (Enforcement) is testament to the AFP's commitment to making Australia a hostile environment for criminals regardless of their geographic location. It demonstrates our ability to disrupt and deter cybercriminals from targeting Australia, through our network of international partners, intelligence-sharing capabilities, and special legislative powers (Disruption). The operational outcomes achieved using specialist tactics, techniques and procedures to de-anonymise cybercriminals have enhanced the AFP's offensive cyber capabilities as well as increasing public awareness (Prevention) and confidence in the Australian Government's ability to respond to cyber threats (Response).

Performance measure 1.1.10 Prosecution success rate

Table 2.11 Program 1.1 Prosecution success rate

Prosecution success rate result	2021–22	2022–23	2023–24	Target	Target achieved
	96%	96%	96%	95%	Yes

Data source: AFP PROMIS

Methodology: Total number of finalised cases (closed with conviction reason and court discharged) ÷ total number of court cases

When a Commonwealth crime has been committed, the AFP supports the criminal justice system by arresting the offender and preparing a brief of evidence for the Commonwealth Director of Public Prosecutions (CDPP) to review. The CDPP then determines if sufficient grounds exist to undertake a prosecution. The CDPP therefore also plays a significant role in this performance measure.

We use the prosecution success rate to measure the percentage of AFP cases that go to court and result in a conviction, allowing us to measure the quality of work that goes into briefs of evidence.

In the AFP's enforcement activity, we tend to prioritise high-risk offenders. Over the last decade this has resulted in a general trend in which a similar number of offenders are being charged with a higher number of offences.

This also means that AFP investigations are often complex. Typically, our investigations run for 2.6 years and often focus on multiple offenders committing multiple crimes.

In 2023–24, the AFP achieved a prosecution success rate of 96% from 235 finalised investigations reaching court – slightly above the target of 95%. Investigations conducted in 2023–24 involved 318 offenders charged with 2,633 counts of offences (see Table 2.12). The most common offences were those involving child exploitation, drug importation and money laundering. Table 2.12 summarises these by crime priority (according to the previous Ministerial Direction). In this table, the total number of unique offenders for each crime priority is not intended to add up to the figure shown in the 'Total' row, as some offenders are included under more than one crime priority.

Table 2.12 AFP national prosecutorial work*, 2023–24

AFP crime priority	Offenders charged	Offences
Human exploitation	122	1,087
Other Commonwealth crimes	79	270
Transnational serious and organised crime	118	181
Fraud and corruption	48	91
Cybercrime	3	3
Terrorism	1	1
Total	318	2,633

*Excludes offenders charged as a result of joint operations not recorded in AFP systems
Data source: AFP PROMIS

Of the 616 AFP briefs which the CDPP completed an assessment of in 2023–24, 99% were accepted for prosecution. This indicates the high-quality work we do in compiling briefs of evidence for CDPP before the matter can proceed in court and again demonstrates our consistently strong results for this performance measure.

Although each brief of evidence refers to an individual offender, our investigations are often complex matters involving multiple offenders and multiple offences. In 2023–24, of all the assessments that CDPP completed, 28% were investigations of drug crimes, 23% were related to child sexual exploitation and 7% were related to money laundering. The remaining matters were investigations of other crime types, including civil aviation and crimes committed in the Commonwealth’s external territories.

Performance insight: Countering modern slavery with our state and territory partners

The AFP’s Operation Dolunay is an investigation into alleged servitude and deceptive recruiting onboard a fishing vessel. A Darwin individual is alleged to have committed the offence.

Following the initial arrest and subsequent media reporting, numerous victims came forward alleging they were made to work without pay, threatened, mistreated, locked in refrigerators, refused exit from the vessel, physically assaulted and threatened with being thrown overboard. The alleged victims claim they received minimal food and water and were forced to work extensive hours with minimal sleep. The offending is now understood to date back to the early 2000s and to have continued until the AFP arrested the alleged offender in December 2023.

The defendant has been charged with 22 servitude and slavery-like offences: 15 Commonwealth offences committed in Queensland and 7 Commonwealth offences committed in the Northern Territory. The matter is ongoing and further charges are expected as additional victims are identified.

Outcome 2 – ACT Policing

A safe and secure environment through policing activities on behalf of the Australian Capital Territory Government.

Program 2.1: ACT Community Policing

The AFP provides community policing services in the ACT. In partnership with government and community agencies, we deliver support for enforcement of the law, emergency management and community safety, efforts to counter victim-based crime and road trauma, building community resilience against crime, and working with the community to prevent and disrupt crime.

Performance measures 2.2.1, 2.2.2 and 2.2.3: Prevention, response and enforcement case studies

Table 2.13 Program 2.1 Prevention, response and enforcement case studies

Prevention, response and enforcement case studies results	2021–22	2022–23	2023–24	Target
	Successfully targeted crime prevention	Successfully targeted crime prevention		Successful prevention
	Successfully targeted crime response	Successfully targeted crime response	ACT Policing case studies	Successful prevention
	Successfully targeted crime enforcement	Successfully targeted crime enforcement		Successful enforcement

Data source: AFP PROMIS, AFP administrative data and records

Methodology: Selected against performance measures, operational definitions, crime priorities and tangible benefits to the community

ACT Policing

Program 2.1

Prevention Disruption Response Enforcement
P **D** **R** **E**

Performance objectives

We provide a professional, innovative and effective policing service to the people of the ACT, contributing to a safe and just community for all. ACT Policing's performance goals focus on:

- diversion
- disruption
- response
- enforcement
- community confidence.

Through these strategies, and in partnership with the ACT Government, ACT Policing works to prevent crime, reduce recidivism and stop road deaths and trauma.

Strategies

ACT Policing's key strategies to ensure the safety of the ACT community include:

- acquiring technology that works for the ACT Policing environment
- forming and maintaining mutually beneficial partnerships within the community to address crime holistically
- ensuring that ACT Policing maintains and develops the right people and experience
- ensuring that intelligence can be used and shared tactically and strategically
- contributing to establishing structures that ensure vulnerable people can access the support they require.

Case study

Operation Athos: Disrupting an alleged major drug syndicate in the ACT and Melbourne

Keeping the community safe from criminal drug syndicates and preventing harmful illicit drugs from reaching the community is a priority for ACT Policing. Drug importation and drug trafficking activities cause very real and wide-reaching harms to both individuals and the ACT community.

In August 2023, ACT Policing launched a joint investigation with Victoria Police to identify and disrupt a criminal group allegedly distributing significant quantities of controlled and prescription drugs, including Xanax, Valium, anabolic steroids, human growth hormone, clenbuterol (a pharmaceutical used in body building), marijuana-laced sweets, and chocolates laced with psilocybin – the psychedelic compound found in ‘magic mushrooms’.

Police allege the 3 men arrested in the ACT were sourcing significant commercial quantities of these drugs and then operating a sophisticated marketing, sale and distribution network for individual buyers. The buyers were located across Australia and the group, operating online under the ‘OzPharmLabs’ name, allegedly distributed their products through the postal system.

Simultaneous search warrants were executed in the ACT region and in Melbourne.

Two of the alleged offenders are facing 20 charges in the ACT, including trafficking a commercial quantity of a controlled drug, supplying anabolic steroids and trafficking a controlled drug other than cannabis. One of the alleged offenders has also been charged with failing to comply with the conditions of the warrant and weapon possession.

Another alleged offender was arrested by the NSW Police Force and was extradited to the ACT

to face 40 charges relating to drug and steroid trafficking, and deception and identity offences, the most serious of which included participating in a criminal group, trafficking a commercial quantity of a controlled drug and dealing in the proceeds of crime to a value greater than \$1 million.

Police seized unprecedented quantities of controlled drugs (over 68,000 drug items) as well as approximately \$448,670 in cash, over \$90,000 in cryptocurrency, a house, 5 vehicles, 3 motorcycles and designer goods. Multiple bank accounts were restrained, and further charges are expected once ACT Government Analytical Laboratory certificates are received.

In December 2023, the 3 alleged offenders faced court. The proceedings are continuing.

In April 2024, ACT Policing executed a search warrant with the NSW Police Force after further investigations identified the alleged involvement of another individual. The alleged offender was arrested, while ACT Policing members also conducted further warrant activity at a linked ACT residence. As a result of the warrant, police located and seized approximately 1 kg of controlled and prescription drugs, including cocaine, methamphetamine, MDMA (a compound commonly found in ecstasy), gamma hydroxybutyrate (GHB – a nervous system depressant sometimes used as a party drug), steroids and Xanax; a large quantity of commercial fireworks; approximately \$8,150 in cash; mobile phones; and laptop computers.

The NSW Police Force has charged the alleged offender with drug offences. Investigations into these matters are ongoing.

Operation Athos has had a significant disruptive impact on the importation and distribution of controlled and prescription drugs in the ACT and Melbourne (Disruption, Enforcement). ACT Policing continues to work collaboratively with our partner agencies, ensuring that intelligence can be shared tactically and strategically to prevent harmful illicit drugs from reaching the community (Response).

Case study

Operation Toric: Disrupting the cycle of repeat offending in the ACT

Recidivist (repeat) offenders are those who continue to commit crimes after receiving sanctions or serving jail time. They are a significant challenge to community safety and the capacity of the criminal justice system. In recent years, the ACT has experienced heightened numbers of motor vehicle thefts, instances of dangerous driving and other crime due to recidivist offenders.

In 2022, ACT Policing Intelligence conducted an intelligence assessment to consider recidivist offenders operating in the ACT. The assessment provided recommendations to assist ACT Policing in identifying early intervention opportunities to disrupt recidivist behaviours. It consistently identified stolen motor vehicles as an enabler for escalation in this crime type across the region. In response, Operation Toric was initiated on 1 August 2022.

Operation Toric aims to address the increased risk to the community that results from the driving behaviours of offenders who show a total disregard for both personal and public safety to avoid apprehension, as well as from the significant diversion of police resources to respond to dangerous driving events.

Operation Toric's focus is on the rapid identification and apprehension of high-risk, high-harm and recidivist offenders who place the community and ACT Policing members at great risk. Evidence shows that swift intervention with these offenders results in a reduction in crimes such as car thefts, assaults and burglaries. Importantly, the risk to the community is reduced and the successful outcome (offenders charged and brought before court) continues.

Operation Toric has made 485 arrests since its inception, of which 197 occurred in 2023–24. Drug driving, driving while disqualified or suspended, and stealing a vehicle (including riding in or driving a stolen motor vehicle) are the most common offence types.

The Operation Toric model has matured and is now aligned with ACT Policing's Proactive Intervention and Diversion Teams (PIDT), as the goals are complementary. Operation Toric is immediate and problem solving, while PIDT is the longer term recidivist intervention and strategy. This alignment allows ACT Policing to meet the expectations of the Canberra community.

In 2023–24, PIDT focused on offender management post release from prison. A multi-agency community of practice, comprising representatives from relevant ACT Government agencies and organisations, was established in August 2023 to consider individuals' facilitators and influencers of crime and offending. This will assist in delivering projects and evidence-based strategies to support and take pressure off the front line by focusing on underlying causation, particularly around recidivism.

Operation Toric and PIDT provide a proactive policing presence in the community and focus their operational actions, including the targeting of recidivist offending, to reduce crime that is placing the community at risk. Repeat calls for service are reduced by intervening, disrupting and preventing crime through focusing on problematic people, places and issues.

Due to its success, Operation Toric is now an ongoing capability within ACT Policing (Response, Enforcement). It is an example of the way in which ACT Policing has used intelligence strategically to form and maintain mutually beneficial partnerships within the community to address crime holistically. ACT Policing is committed to initiatives that not only reduce repeat call-outs and increase diversions (Disruption) but also support and increase community safety and build community connectedness. Continuing to work with other ACT agencies on effective solutions to issues around recidivist offending that have the greatest impact on repeat offenders remains a priority for ACT Policing (Prevention).

For more information on Operation Toric, please refer to the *ACT Policing Annual Report 2022–23*.

Outcome 3 – Specialist Protective Services and International Policing Missions

Safeguarding Australians and Australian interests through the delivery of policing services primarily focused on protective services, aviation policing and international missions.

Program 3.1: Specialist Protective Services

This program provides police-based protective services to enhance the rule of law, national stability, workings of key institutions, international relations, national security at designated airports, high-profile residential and dignitary locations, specialised events and protection for official persons.

Performance measure 3.1.1 Response times

Table 2.14 Program 3.1 Response to aviation incidents

Response to aviation incidents within priority timeframe results	2021–22	2022–23	2023–24	Target	Target achieved
	92%	92%	89%	Priority 1 within 10 minutes – 90%	No
	91%	91%	88%	Priority 2 within 20 minutes – 90%	No
	100%	100%	99%	Priority 3 within 120 minutes – 95%	Yes
	100%	100%	100%	Priority 4 within 24 hours – 95%	Yes

Data source: AFP Mobile Responder System

Methodology: Time between incident creation and arrival

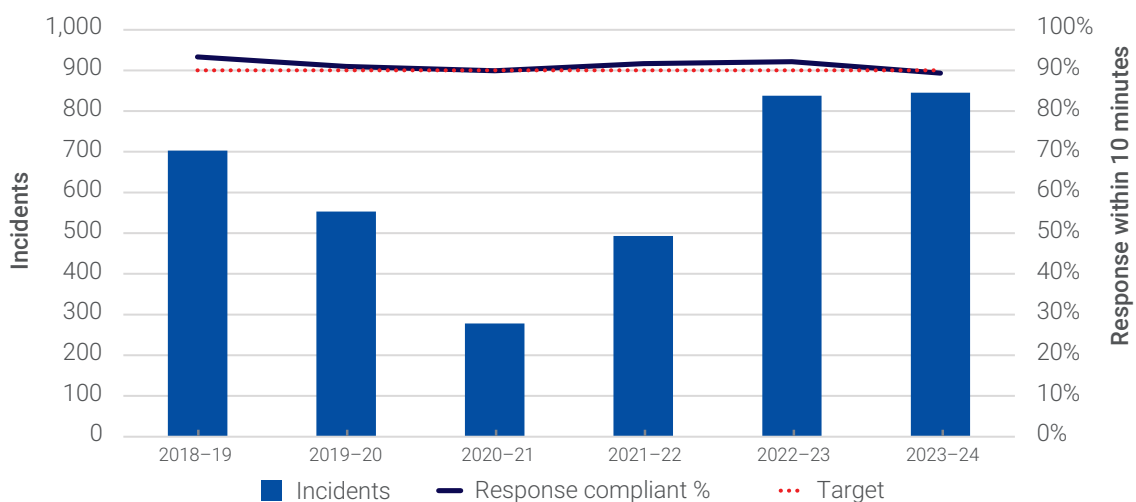
The AFP is responsible for law enforcement at 9 major Australian airports – Adelaide, Brisbane, Cairns, Canberra, Darwin, Gold Coast, Melbourne, Perth and Sydney – and provides a uniformed presence at each of these airports. The AFP's presence facilitates a rapid response to emergency incidents, including acts of terrorism.

The speed of our response to these types of incidents is critical. The AFP has set response time targets based on the priority level of the incident, from Priority 1 (life-threatening incident requiring the fastest police attendance) to Priority 4 (lower priority incident with no immediate danger to life or property). This measure assesses the speed of our response against these targets.

The incident start time is automatically logged through a computer-aided dispatch system to manage patrol call-outs. Officers log their arrival at an incident through either a mobile device or a radio. The response time used for this measure is the time taken between the initial incident notification and the officers arriving at the location.

In 2023–24, while we achieved 2 of our 4 airport response targets – responding within the set timeframe of the incident being created – the overall target was not met. Figure 2.7 shows this result, with numbers of incidents included for context.

Figure 2.7 Response to priority 1 airport incidents, 2018–19 to 2023–24



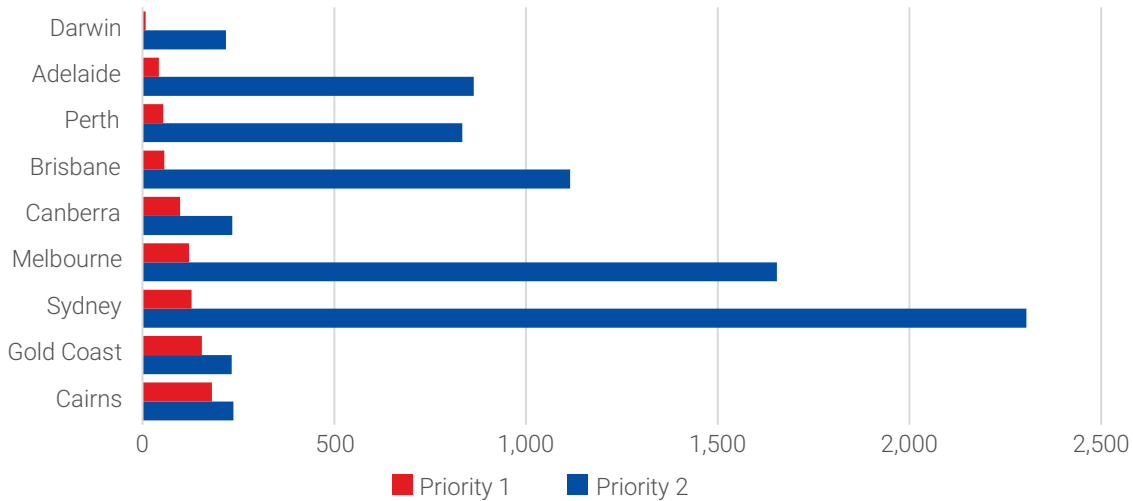
Data source: AFP Mobile Responder system

These response time results come in the context of increased activity at airports in the past 2 years. During 2023–24, airport passenger numbers returned almost to pre-COVID-19 levels. Passenger numbers⁷ at airports with an AFP presence peaked at 143 million in 2019, dropped to 36 million in 2021 during the COVID-19 pandemic and increased again to 129 million in 2023. The increased activity at these airports in the past 2 years has led to a significant spike in the number of incidents – the 765 Priority 1 incidents in 2023–24 reflect a 48% increase compared with the average for the previous 5 financial years.

The majority (64%) of all Priority 1 incidents turned out to be matters that did not constitute a threat to life. There are numerous types of Priority 2 incidents, including border alerts (14%), prohibited items found at security screening areas (11%) and minor disturbances (7%).

⁷ Bureau of Infrastructure and Transport Research Economics, Airport Traffic Data, https://www.bitre.gov.au/publications/ongoing/airport_traffic_data, May 2024, accessed 17 July 2024.

Figure 2.8 Priority 1 and 2 incidents by airport, 2023–24



Data source: AFP Mobile Responder system

Despite the result achieved against the performance measures, data from the independently collected AFP Community Confidence Survey indicated that, in 2023–24, 94% of visitors to AFP-patrolled airports within the 12 months prior to the survey felt safe or very safe during their visit.

Performance measure 3.1.2 Avoidable incidents

Table 2.15 Program 3.1 Avoidable incidents

Avoidable incidents result	2021–22	2022–23	2023–24	Target	Target achieved
	0	0	0	<2 incidents	Yes

Data source: AFP PROMIS

Methodology: Number of case note entries identified as 'avoidable incidents'

The AFP is entrusted with protecting high office holders and prescribed representatives and officials. This work includes close personal protection of officials such as the Prime Minister, the Governor-General, foreign diplomats and officials and other ministers; and guarding key sites such as Parliament House, Commonwealth institutions and certain embassies. It is our responsibility to keep these locations secure and individuals safe.

These activities are supported by intelligence, risk assessment and prioritisation teams who work together to cover each protected individual's domestic and international travel and events. This involves collaboration with state and territory police, Commonwealth agencies, commercial enterprises, security agencies, non-government organisations and community groups.

The AFP's success in close personal protection efforts is measured by the number of 'avoidable incidents' that occur within the reporting period. An 'avoidable incident' is an event resulting in death, injury, loss of dignity or embarrassment to individuals deemed to be at risk that could have been avoided through reasonable intelligence, physical action or intervention. There were no avoidable incidents recorded in 2023–24, continuing the AFP's history of strong performance against this performance measure.

Performance insight: Keeping the 2023 FIFA Women's World Cup secure

Operation Tasman supported the whole-of-Australian-Government response to the Federation Internationale de Football Association Women's World Cup 2023, co-hosted by Australia and New Zealand, between 20 July and 20 August 2023.

Teams from 32 nations gathered to compete during the major event, with the tournament played across 12 venues in 10 cities, including Sydney, Melbourne, Brisbane, Perth and Auckland.

The operation, which ran in partnership with state police, deployed 23 specially trained AFP members embedded within each of the competing teams, as part of the Australian Government's agreement with FIFA to host the event. The all-female members' deployments started 6 days prior to their respective team's initial match day and finished 48 hours after the team was eliminated from the competition, unless the team departed the country earlier. This is the first time in the history of the AFP that an all-female operational response team has been deployed.

The AFP's support and response also included security and protection of high office holders and dignitaries attending matches during the tournament; and safety and security measures for teams and officials during transit through major Australian airports.

Performance measure 3.1.3 Prevention case studies

Table 2.16 Program 3.1 Prevention case studies

Prevention case studies result	2021–22	2022–23	2023–24	Target	Target achieved
	Successfully targeted prevention	Successfully targeted prevention	Protection case study	Successful preventions	Yes

Data source: AFP PROMIS, AFP administrative data and records

Methodology: Selected against performance measures, operational definitions, crime priorities and tangible benefits to the community

Crime priority: Protection

Program 3.1

Prevention
P

Performance objectives

We ensure the Australian economy and national security interests are safeguarded and public confidence is maintained. The AFP does this by:

- providing high-visibility preventive response and protection services to designated high office holders and foreign dignitaries
- deterring and preventing acts of terrorism, violent protest and issue-motivated violence
- safeguarding defence and Commonwealth establishments – such as Parliament House and the Australian Nuclear Science and Technology Organisation – and designated official establishments, such as Government House, to deter acts of crime
- ensuring the integrity and protection of aviation facilities, including public airports.

Strategies

Our strategies to meet the protection objectives include:

- using protection-led intelligence shared between government security agencies to detect potential vulnerabilities and security gaps
- using technology-enabled assets to expand the scope of perimeter and patrol surveillance measures
- training officers in new qualifications to expand protection capabilities
- investing in new equipment to further enhance protection capabilities at key establishments to ensure public safety.



An AFP explosive detection dog training in the lead-up to deployment under Operation Bishop

Case study

Operation Bishop: Safeguarding the 2024 ASEAN–Australia Special Summit

In July 2023, the AFP launched Operation Bishop to support the Association of Southeast Asian Nations (ASEAN) – Australia Special Summit, which celebrated 50 years since Australia became ASEAN's first Dialogue Partner. The summit was an intergovernmental dialogue between Brunei, Cambodia, Indonesia, Laos, Malaysia, Myanmar, Philippines, Singapore, Thailand, and Vietnam, with Papua New Guinea and Timor-Leste having observer status.

From 4 to 6 March 2024, the Hon Anthony Albanese, Prime Minister of Australia, hosted the leaders of the summit at the Melbourne Convention and Exhibition Centre. Operation Bishop involved safety and security arrangements for 13 separate delegations, including the Australian Government, a visit from the New Zealand Prime Minister and approximately 30 foreign dignitaries and officials.

The AFP played a key role in working with Commonwealth, state and territory agencies as part of a whole-of-Australian-Government taskforce. Working with Victoria Police, the AFP was responsible for investigating Commonwealth criminal and threat matters arising from the summit. The AFP planned, coordinated and allocated protection for the attending delegations. During heightened security requirements, the AFP maintained a safe and secure aviation environment.

The AFP provided significant security and support to the summit. In total, 340 AFP members were deployed and more than 25,000 hours of effort were recorded across planning and implementation for the event. This encompassed capabilities from across the organisation including protection, specialist, technical, intelligence and investigative resources.

Operation Bishop gave us an opportunity to deploy some new capabilities in providing an additional layer of security screening. In a first for the AFP, 6 world-leading AFP explosive detection dogs and their handlers were deployed, supported by the canine team from Victoria Police and existing AFP handlers currently stationed at Melbourne Airport, bringing the total canine capability to 20. The canine team searched prominent areas for explosives and other hazards, which significantly enhanced the safety and protection of this large, high-profile event.

The AFP played a vital role in testing the whole-of-Australian-Government response to special events and ensuring the safe delivery of the summit. Through the use of protection-led intelligence and enhanced protection capabilities, Operation Bishop was not only successful in maintaining the safety, security and dignity of all participants but also effective in supporting Australia's foreign policy objectives (Prevention).

Performance insight: Responding to the High Court ruling on immigration detention

On 8 November 2023, the High Court of Australia made an order for the release from immigration detention of a stateless detainee (NZYQ). The Court judgement resulted in the release of individuals in immigration detention where their removal cannot be enabled in the reasonably foreseeable future. As at 30 June 2024, a total of 177 detainees had been released from detention into the community.

Operation Aegis was established to coordinate across Commonwealth, state and territory law enforcement agencies to ensure the safety and protection of the Australian community in response to the release of the individuals from immigration detention. The AFP is providing support to the Australian Border Force led taskforce as part of the Commonwealth response.

The AFP has developed a nationwide capability for a 24/7 response to Operation Aegis matters across the country, and investigative capability is now established across all AFP regional commands within Australia. Under Operation Aegis to date, approximately 315 members have been deployed within regional response teams in a range of capacities, including investigating alleged breaches of visa conditions (where a breach constitutes a criminal offence) and coordinating intelligence with state and territory law enforcement agencies.

Operation Aegis reflects the collaborative efforts by the AFP and our inter-agency partners to proactively prioritise public safety and the protection of the community.

Program 3.2: International Police Assistance and External Territories

This program provides a range of policing and policing support services to deliver community policing for external Australian territories and build offshore police agencies' engagement and capabilities to combat transnational and local crime.

Performance measure 3.2.1 Mission evaluations

Table 2.17 Program 3.2 Mission evaluations

Mission evaluations result	2021–22	2022–23	2023–24	Target	Target achieved
	Evaluations completed	Evaluations completed	Successful evaluations	Successful evaluations	Yes

Data source: Internal and/or external evaluation provider/s. In 2023–24, one evaluation was completed by an external provider
Methodology: Systematic assessments of programs to inform future decision-making regarding the Pacific Police Partnership Program

The AFP has enjoyed strong relationships with numerous law enforcement agencies throughout the Pacific for many years. In recent years, several of these relationships have been referred to as 'missions'; however, since March 2023, our relationships with law enforcement agencies in

Papua New Guinea, Solomon Islands, Tonga, Samoa, Vanuatu, Nauru and Timor-Leste have been referred to as 'partnership programs'. This name acknowledges the reciprocal nature of cooperation between these Pacific police forces. The AFP has members working in each of these countries.

As has been identified in the *AFP Portfolio Budget Statement 2024–25* and *AFP Corporate Plan 2024–25*, this performance measure will be changed to focus on the operational delivery of policing services within the AFP's Pacific Police Partnership Program, given the strategic importance of the AFP's partnerships to support safety and security across our region.

During 2023–24, a mid-term review of the Vanuatu Australia Police and Justice Program (VAPJP) was completed. As a joint AFP and Department of Foreign Affairs and Trade funded program, the evaluation was externally managed with AFP representation. The purpose of the review was to determine the extent of progress made towards achievement of the VAPJP's intended outcomes. Overall, the review found that the VAPJP continues to achieve results while building meaningful relationships with the Vanuatu Government, the Vanuatu Police Force (VPF) and the community. It was determined that the VAPJP is built on a foundation of mutual respect and cooperation between the AFP and VPF. In particular, the VAPJP has supported the capability uplift of the VPF through ongoing mentoring and training in policing areas including detective work, forensics and family protection. As a result of the review, a redesign of the VAPJP is in progress that will focus on providing more flexibility for the AFP to adapt to the emerging priorities for Vanuatu.

Moreover, our engagement in the Pacific through our bilateral programs has been significant. In August 2023, the Australian Government committed to extending the Solomon Islands Assistance Force (SIAF) until 30 June 2024. It was subsequently extended to 31 August 2024. The AFP, through the Royal Solomon Islands Police Force (RSIPF) and AFP Policing Partnership Program and SIAF, provided extensive operational and planning support to RSIPF major operations for the Pacific Games 2023 (Operation Imbricata, page 53) and the National General Election 2024, resulting in the successful delivery of a security overlay and safe environment for both events with no significant security incidents.

In May 2024, the AFP, Royal Papua New Guinea Constabulary (RPNGC) and Queensland Police Service (QPS) launched a ground-breaking RPNGC Police Officer Cadets training program. Between May and August 2024, 4 contingents of RPNGC Cadets are undertaking a 2-week placement with QPS, where they will have the opportunity to develop their leadership capabilities in an operational policing context.

Further, during 2023–24, through our bilateral programs, the AFP has delivered closed-circuit television and radio network capabilities to Samoa, Tonga, and Timor-Leste to support the police forces in these countries to enhance safety and security. We have also supported infrastructure upgrades to police training facilities and provided an array of equipment and specialist training reflective of the evolving Pacific police priorities and emerging needs, including gender and family-based violence training to support survivor-centred frontline responses and investigations capabilities.

In addition to our work with international partners in the region, the AFP provides community policing services to Australia's external territories Norfolk Island, Christmas Island and the Cocos (Keeling) Islands, as well as the Jervis Bay Territory.

While capacity to undertake these services is provided by members for ACT Policing, the work is undertaken under a Commonwealth level agreement. Full-time AFP members work in cooperation with locally engaged AFP special members in all territories (except the Jervis Bay Territory). This work includes being responsible for marine rescues and management of natural disasters. AFP members

in external territories also take on ancillary roles, assisting other Australian, state and territory government agencies to provide whole-of-Australian-Government services.

As has been identified in the *AFP Portfolio Budget Statement 2024–25* and *AFP Corporate Plan 2024–25*, the AFP's ongoing commitment to community safety in Jervis Bay and Australia's external territories will be represented by a standalone performance measure in future, as that work is functionally and purposefully distinct from the AFP's relationships with Pacific nations.

Performance insight: Disrupting the distribution of child sexual abuse material in the Cocos (Keeling) Islands

A highlight of 2023–24 included the successful cybercrime disruption of the .cc domain owned by the Cocos (Keeling) Island Shire. The .cc domain was listed by the International Watch Foundation in the top 10 ranked Top Level Domains for the distribution of child sexual abuse material.

In October 2023, the Cocos (Keeling) Island Police collaborated with the AFP-led Joint Policing Cybercrime Coordination Centre (JPC3) to commence a coordinated disruptive action involving multiple entities: the eSafety Commission; Verisign; the Department of Infrastructure, Transport, Regional Development, Communications and the Arts; and the Cocos (Keeling) Island Shire.

This operation was significantly bolstered by new cyber legislation (section 317L of the *Telecommunications Act 1997* (Cth)), which was used by the AFP for the first time. The new legislation proved crucial in addressing the persistent issue of child sexual abuse material distribution via the .cc domain. The action has since led to the identification of the alleged offenders administrating many of those domains. As a result, the JPC3 continues to investigate and contribute to the global fight against online child exploitation. This ongoing collaboration highlights the importance of inter-agency cooperation in tackling cybercrime and protecting vulnerable communities from online exploitation.

Performance measures 3.2.2 and 3.2.3: Prevention and disruption case studies

Table 2.18 Program 3.2 Prevention and disruption case studies

Prevention and disruption case studies result	2021–22	2022–23	2023–24	Target	Target achieved
Successfully targeted crime prevention	Successfully targeted crime prevention	Successfully targeted crime prevention	International case studies	Successful prevention	Yes
Successfully targeted crime disruption	Successfully targeted crime disruption	Successfully targeted crime disruption		Successful disruption	

Data source: AFP PROMIS, AFP's administrative data and records

Methodology: Selected after assessment against performance measures, operational definitions, crime priorities and tangible benefits to the community

International

Program 3.2

Prevention Disruption
P **D**

Performance objectives

We aim to take the fight against crime offshore and to protect Australians and Australia's national interests by:

- detecting, deterring, preventing and disrupting crime at its point of origin or transit
- enriching policing outcomes through proactive relationships that focus on capacity building with our international law enforcement counterparts and intelligence partners
- participating in peace operations and calls for policing assistance in international jurisdictions when requested
- providing law and order capacity-building partnerships to enhance the rule of law internationally and contribute to regional stability
- engaging with international partners to combat TSOC.

Strategies

The AFP's key strategies in our international work include:

- building strong, collaborative stakeholder relationships through strategic engagement, working with our international partners to establish mechanisms that achieve results
- leading and conducting operations in partnership with international or host country law enforcement agencies to either facilitate or deliver operational effects offshore
- sharing information and criminal intelligence with our partners to improve crime detection and disruption efforts
- building capability with our partners and neighbours to strengthen law enforcement capabilities in both countries.



An AFP Officer helps protect the Pacific Games under Operation Imbricata

Case study

Operation Nautilus: Disrupting offshore drug syndicates with our Pacific partners

The AFP has valuable and enduring partnerships in the Pacific focused on cultivating strong public safety outcomes for both Australia and partner nations. However, in recent times, many Pacific Islands nations are being used by TSOC syndicates to traffic illicit drugs from production hubs in the Americas to the high-price markets in Australia and New Zealand. To combat these threats, over 20 years ago the AFP and the Fiji Police Force (FPF) became founding members of the Pacific Transnational Crime Network, which now links 28 Transnational Crime Units across 20 Pacific Islands nations to combat transnational crime impacting the Pacific.

In 2023, the AFP and the FPF commenced Operation Nautilus – a joint investigation into a trans-Pacific drug trafficking network. In December 2023, the AFP and the FPF identified syndicate members in Fiji planning to stockpile methamphetamine intended for on-shipment to Australia. An investigation into the syndicate's wider network, including key leaders, followed. Throughout January 2024, the FPF executed search warrants and seized a total of 4.27 t of methamphetamine, with an estimated Australian street value of between \$640 million and \$1,281 million.

The successful operation has led to 14 arrests, including those alleged to have facilitated the landing of the drugs in Fiji and the Fijian organisers responsible for stockpiling the drugs. With AFP support, the FPF continues to pursue proceeds of crime identified during the investigation.

To date, approximately 26 AFP members have contributed significant expertise and specialist capabilities under the various phases of Operation Nautilus. For example, members from the AFP's Crime Scenes and Digital Forensics teams were deployed to assist the FPF in examining intelligence and seized electronic devices, gathering evidence critical to the prosecution of the alleged offenders. Additionally, the recent delivery of equipment including a state-of-the-art Digital Forensics lab, an automated fingerprint identification system and a bespoke secure evidence storage container have also proven vital to the FPF in the conduct of Nautilus and other complex investigations.

The strong policing results produced by Operational Nautilus highlight the value not only of conducting operations and sharing intelligence in partnership but also of building capability with our international partners to achieve public safety outcomes across multiple nations. In particular, the seizure of significant quantities of highly harmful methamphetamines (Response) intended for domestic consumption has avoided an estimated \$977 million harm in Australia (Prevention). Further, the arrest of key personnel in a criminal syndicate has impacted the functioning of a key TSOC network in the region (Disruption).

Operation Imbricata: Strengthening our partnerships in the Pacific – the delivery of a safe and secure Pacific Games 2023

In November 2023, the AFP worked in partnership with the RSIPF to support the Pacific Games under Operation Imbricata.

In 2023, Solomon Islands hosted the Pacific Games for the first time since the games' inception 40 years ago. It was the largest event hosted by Solomon Islands to date. About 5,000 participants from 24 Oceania countries and territories travelled to Solomon Islands to compete in 27 sports, creating an extensive security operation given that sporting venues and athlete villages were widely spread across Honiara.

In the lead-up to the Pacific Games, the AFP, through the RSIPF and AFP Policing Partnership Program and Solomon Islands International Assistance Force, worked collaboratively with the RSIPF on a range of planning and preparatory activities to ensure the successful and safe delivery of the games. AFP's support included:

- funding and managing infrastructure projects critical to the delivery of the Pacific Games, including the rebuild of the Kukum Police Station, refurbishment of Henderson Police Station and upgrade of the RSIPF Police Operations Centre
- establishing a full-time RSIPF drone support unit, including capability development, equipment and training. The new unit provided real-time intelligence in support of tactical decision-making regarding crowd safety
- facilitating tailored training and workshops in Public Order Management and Close Personal Protection, including joint training exercises with the RSIPF and other visiting contingents

- facilitating exchange programs where RSIPF officers travelled to Australia to develop specialist skills in areas of capability development required for the Pacific Games 2023
- providing vehicles and equipment to bolster the RSIPF's ability to deliver a safe and green games.

Once the games commenced, there were more than 100 AFP members assigned to Operation Imbricata. As well as undertaking patrols and supporting crowd control measures, AFP members worked alongside military and police partners from other Pacific nations, including Papua New Guinea, Fiji and New Zealand, to plan and coordinate protection with the Games Operating Committee for athletes, officials and spectators. In addition, the AFP was responsible for supporting criminal and threat matters arising from the event and ensuring effective protective security was applied in collaboration with the RSIPF.

Solomon Islands' hosting of the 2023 Pacific Games was a significant success for the nation, and the AFP's contribution to that success through Operation Imbricata highlights the important role that policing plays in fostering good relationships with Australia's neighbours through strategic engagement. The AFP frontline, specialist and tactical resources ensured the RSIPF was well positioned and resourced to use protection-led intelligence and technology-enabled assets to lead the security efforts for the Pacific Games (Prevention). This success reflects the longstanding and enduring partnership between the AFP and the RSIPF to ensure the delivery of high-quality police operations, capability development and security to the Solomon Islands community and the region.

Financial performance

The AFP's financial statements are presented in Chapter 4 of this report, with the Australian National Audit Office issuing an unmodified audit opinion on 17 September 2024. A summary of the AFP's financial performance for Departmental and Administered activities are provided below.

Departmental activities

The AFP delivers investigative policing capabilities to address a broad spectrum of crime and national security threats, policing services, protective services and international liaison and capacity development.

The operating environment is such that the AFP must act to prevent criminal activity, respond to critical incidents, seize opportunities to disrupt criminal activity, and enforce Commonwealth criminal law. The operating result can reflect the unpredictable nature of the external factors driving the AFP's response to incidents and emerging threats.

In 2023–24, the AFP received \$1,502 million in appropriation funding and \$417 million other revenue, largely relating to policing and protection services. The AFP also received \$84 million in Australian Government appropriations for departmental capital expenditure and \$76 million in equity injections for specific initiatives.

The net cash operating result for 2023–24 was an \$83 million surplus. During the year, in accordance with the Budget Process Operating Rules, the Department of Finance approved a movement of funds increasing revenue by \$10 million. Due to a delay in processing, this was not included in the 2023–24 result – it will be reflected as revenue in 2024–25 (Appropriation Bill No. 3). Eighty five million relates to a cash injection to fund the unpaid superannuation rectification. Eight million of the net cash surplus relates to the AFP's management of operational budgets.

At 30 June 2024, the AFP held net assets of \$488 million which is increased from the previous year, largely due to the cash injection.

Administered activities on behalf of the Australian Government

In 2023–24, the AFP administered \$26 million in expenses for activities on behalf of the Australian Government, primarily delivering capacity development to international police partners.



VICTORIA
BARRACKS

Chapter 3

Management and accountability

Protective Service Officers
undertaking their duties
at Victoria Barracks

Corporate governance

Strategic Board Framework

The AFP's Strategic Board Framework supports strategic decision-making and governance in line with the Commissioner's Statement of Intent, which is available at [afp.gov.au/intent](https://www.afp.gov.au/intent). The framework incorporates 6 enterprise-level strategic boards that are informed by governance bodies established at the business level. The governance bodies, which have advisory, decision-making or discussion and coordination functions, all contribute to the effective governance and operation of the AFP.

In addition to our Strategic Board Framework, several Senior Executive level advisory bodies with a consultative function have been established to collaborate, innovate and shape the strategic direction of the agency and our leadership culture.

Table 3.1 Strategic boards and their purpose

Board	Purpose
Strategy and Performance Board	The Strategy and Performance Board is the AFP's principal strategic governance forum for enterprise-wide issues, priorities and direction.
Enterprise Operations Board	The Enterprise Operations Board monitors and governs AFP corporate and business programs, including workforce, budget, legal, integrity, internal audit and compliance, and enterprise risk matters. It ensures national coordination to meet strategic and operational priorities.
Investigations and Operations Board	The Investigations and Operations Board makes decisions and provides advice and assurance to the Commissioner and the Strategy and Performance Board on strategic investigations and operational priorities.
Capability Board	The Capability Board makes decisions and provides advice and assurance to the Commissioner and the Strategy and Performance Board on the current and future capabilities required to support the AFP's vision and strategic priorities.
Strategic Oversight Steering Committee	The Strategic Oversight Steering Committee is responsible for oversight of the AFP's enterprise risk settings, control effectiveness, treatment delivery, consideration of emerging risks, and monitoring of issues of organisational significance. The committee first met in April 2024. It provides advice to the Strategy and Performance Board on the identification, management and escalation of risks; AFP enterprise risk ratings; risk appetite; and aggregation of command risks. It monitors the implementation of parliamentary, judicial, internal and external audit and external review findings and recommendations.

Audit and Risk Committee	The Audit and Risk Committee is established under section 45 of the <i>Public Governance, Performance and Accountability Act 2013</i> (Cth) and Public Governance, Performance and Accountability Rule 2014. The committee's objective is to provide independent advice to the Commissioner on the appropriateness of the AFP's financial and performance reporting, systems of risk oversight and management, and systems of internal control.
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Figure 3.1 The AFP's Strategic Board Framework

Strategy and Performance Board				Audit and Risk Committee
Enterprise Operations Board	Investigations and Operations Board	Capability Board	Strategic Oversight Steering Committee	

Corporate planning and reporting

The *AFP Corporate Plan 2023–24* sets out our purpose, operating environment, activities, performance measurement and management approach to risk engagement. It guides us to achieve our performance targets. We update our corporate plan every year, ensuring it aligns with the legislative requirements of the *Public Governance, Performance and Accountability Act 2013* (Cth) (PGPA Act), Public Governance, Performance and Accountability Rule 2014 (PGPA Rule), the AFP Ministerial Direction and Commissioner's Statement of Intent.

Together with the AFP Portfolio Budget Statement and Annual Performance Statement, the corporate plan is an integral part of our performance management and reporting cycle.

Progress and performance against our performance measures as detailed in the *AFP Corporate Plan 2023–24* are available in the Annual Performance Statement (page 7).

Internal audit

The AFP delivers an annual internal audit work program that takes into consideration agency-wide and organisational business unit risks and insights from parliamentary committees and external partners, such as the Australian National Audit Office (ANAO) and Commonwealth Ombudsman, in addition to considering previous internal audit coverage and new initiatives. The program is approved by the Commissioner, overseen by the Audit and Risk Committee (ARC) and delivered by an in-house internal audit function, drawing upon external resources as required.

The ARC met 6 times during 2023–24 and considered 3 internal audit reports and 6 assurance reviews. As per section 17(2) of the PGPA Rule, the ARC reviews and provides written advice to the Commissioner on the appropriateness of the AFP’s financial reporting, performance reporting, system of risk oversight and management, and system of internal control. The ARC monitors the progress of recommendations identified in internal audits and ANAO reports through regular reporting. The ARC Charter determines its functions. A copy of the charter is available at afp.gov.au/sites/default/files/AuditCommitteeCharter.pdf.

Table 3.2 Audit and Risk Committee membership and attendance, 2023–24

Member name	Qualifications, knowledge, skills or experience	Meetings attended/ meetings held	Total annual remuneration (GST inc.)	Additional information
Geoff Knuckey	Geoff Knuckey had a 32-year career with Ernst & Young, specialising in audit and assurance services in the public and private sectors across a range of industries. He has been a full-time company director and audit committee member since 2009. Geoff has extensive experience as an audit committee member and chair and currently serves on audit committees for numerous government entities as well as boards for private sector entities.	5/6	\$30,500	ARC Chair throughout 2023–24
Wendy Southern PSM	Dr Wendy Southern PSM is a former Commonwealth public servant who held senior roles across national security, immigration, health and central government entities. These roles included strategic policy development, program management, organisational governance, transformation and corporate management. She currently chairs the Parliamentary Budget Office Audit and Risk Committee and is a member of the National Suicide Prevention Office Advisory Board.	6/6	\$35,000	ARC member throughout 2023–24

Member name	Qualifications, knowledge, skills or experience	Meetings attended/ meetings held	Total annual remuneration (GST inc.)	Additional information
Nick Baker FCPA MACS	Nick Baker is a fellow of CPA Australia and a Member of the Australian Computer Society. He was a senior partner at KPMG Australia for 20 years before his retirement. He has audit and risk committee experience in the public sector with a number of agencies. Nick holds tertiary qualifications in professional accounting and computing and a Certificate IV in Commonwealth Fraud Control (Investigations).	6/6	\$31,819	ARC member throughout 2023–24
Carol Lilley	Carol Lilley has held numerous audit committee roles for both the Australian and ACT governments. Carol has held board positions for various government-owned and private sector entities. Carol was a partner at chartered accounting firm PricewaterhouseCoopers, with 20 years' experience providing financial statement and internal audits, accounting advice and risk management.	3/3	\$18,975	ARC member for part of 2023–24. Term concluded November 2023

Risk management

The AFP's Risk Management Framework assists us in meeting the requirements of section 16(a) of the PGPA Act and the Commonwealth Risk Management Policy issued by the Department of Finance. The framework is based on International Organization for Standardization standard ISO 31000:2018 (Risk Management – Principles and Guidelines). The objective of the framework is to support effective risk management across the AFP.

The framework was reviewed and updated in June 2023 to align with the requirements of the new Commonwealth Risk Management Policy.

The AFP's overall risk maturity has moved from 'Defined' in 2021 to 'Advanced' in 2023–24 as measured against the Comcover Risk Management Benchmarking Program. This demonstrates a maturing of the AFP's risk management against the Commonwealth Risk Management Policy.

In addition, the AFP's risk profile is reviewed and regularly updated to ensure the ongoing effectiveness of our risk engagement.

At the agency level, the AFP manages 8 enterprise risks that directly support our ability to achieve objectives. The AFP's Chief Risk Officer and Enterprise Risk Leads are responsible for the management and progress of the 8 enterprise risks across the agency. We continually look for opportunities to enhance operational outcomes and contribute to policing for a safer Australia.

The 8 enterprise risks are:

- health, safety and wellbeing of appointees
- culture, standards and integrity
- achievement of operational outcomes
- partnerships and stakeholder engagement
- ongoing effectiveness of AFP capabilities
- attracting, retaining, maintaining and effectively utilising a skilled workforce
- effectively managing the AFP's resources, including finances
- effectively accessing/collecting, using, managing or protecting information.

Fraud control

The AFP takes fraud and corruption seriously and does not tolerate fraudulent or corrupt behaviour within the agency. The AFP maintains a robust internal integrity framework that includes measures designed to prevent, detect and respond to fraud and corruption. As a Commonwealth entity, the AFP is required to have a fraud control plan and conduct fraud risk assessments to comply with section 10 of the PGPA Rule.

Our Fraud Control and Anti-Corruption Plan 2024 sets out the strategy for the overall management of fraud and corruption risks within and against the agency. The plan applies to all appointees, contractors and service providers and is consistent with the AFP's professional standards framework. This plan will be renewed in 2024 and will include any additional or updated measures as required by the new Commonwealth Fraud and Corruption Control Framework that came into effect on 1 July 2024.

As part of its oversight and assurance role, the ARC continues to monitor the progress and effectiveness of the implementation of the plan.

Governance Instrument Framework

The AFP Governance Instrument Framework is a collection of formal documents that guide members in the course of their duties. The framework includes Commissioner's Orders, national guidelines, functional governance instruments, external agreements (for example, memoranda of understanding) and legislatively based instruments (for example, enterprise agreements). Governance instruments are available to members through the AFP intranet.

The framework contributes to:

- achieving the AFP's operational and administrative outcomes, consistent with AFP values, and efficiently and ethically using Commonwealth funds and property
- enhancing the security of the AFP

- upholding the AFP's professional standards and procedures established under Part V of the AFP Act for addressing conduct issues
- ensuring that appointees comply with the law when discharging their duties, including meeting their responsibilities under the PGPA Act, *Work Health and Safety Act 2011* (Cth) (WHS Act), *Crimes Act 1900* (ACT), *Crimes Act 1914* (Cth) and *Privacy Act 1988* (Cth)
- managing risk
- effectively delegating statutory authority and powers.

In 2023–24, the AFP supported its members on the front line by continuing to improve instruments and ensure that they align with organisational and operational risks.

Freedom of information: Information Publication Scheme

The Information Publication Scheme (IPS) created by Part II of the *Freedom of Information Act 1982* (Cth) (FOI Act) requires Australian Government agencies subject to the FOI Act to publish a broad range of information on their public website. The IPS underpins a pro-disclosure culture across government and transforms the freedom of information framework from one that is reactive to individual requests for documents to one that is agency driven. More information is available on the AFP IPS web page at afp.gov.au/ips.

Business continuity management

The AFP has a robust, contemporary business continuity management framework. This framework assists in preventing, preparing for, responding to, managing and recovering from disruptions to critical business activities. It includes policies, systems, procedural guidance and tools to ensure a consistent approach to handling unplanned disruptive events or incidents. Our top priority is always the safety, security and welfare of our members and the public.

The AFP uses a tailored software solution, accessible across the organisation, to record critical business activities. This system details options for restoring core functions, resource requirements, alternative work locations and key contacts in the event of a disruption. We review and test critical business activities annually.

The AFP remains focused on enhancing business continuity management capabilities and improving overall continuity maturity. This preparation enables the agency to maintain critical functions despite challenges and disruptions arising from changes in our operating environment.

ACT Policing relocation

ACT Policing enacted its Business Continuity Plan after a severe weather event caused partial flooding of the City Police Station in January 2024. Ninety general duties police officers and their operational equipment required relocation. Coordination between ACT Policing and AFP National enabled their relocation to AFP National Headquarters in Barton, Canberra, to maintain operational capability and support the community.

The event demonstrated the importance of effective business continuity management in supporting the return to normal activities after an incident or disruption.

Australian Public Service Net Zero 2030

APS Net Zero 2030 is the Australian Government's policy for the Australian Public Service to reduce its greenhouse gas emissions to net zero by 2030, and transparently report on its emissions. As part of this, non-corporate and corporate Commonwealth entities are required to report on their operational greenhouse gas emissions.

The AFP is committed to ecological sustainability and being a leader in this area across government and industry. The agency has sponsored significant work to continue to mitigate our environmental impacts and move towards more sustainable practices. In 2023–24, this included:

- finalisation of the installation of a large 750 kW DC rooftop solar in a Power Purchase Agreement arrangement to supplement a large proportion of the AFP Majura site's electricity needs
- implementation of a lighting upgrade to LED at the Eastern Command Headquarters and Darwin Airport Operations Centre
- completion of an engineering feasibility study into full electrification at the Majura complex with the removal of gas consuming assets reaching end of life used for domestic hot water and space heating at Majura Forensics, Canine Building and the firing range. Implementation stage will follow in the coming years based on the recommendations from the study prioritising emissions-intensive and high-tariff LPG fuelled assets' replacement
- investigation into installation of rooftop solar at Western Command Headquarters
- investigation into green electricity procurement (from renewable energy sources) at Adelaide Airport Operation Centre, including from an airport-wide wide solar system generation proposed by the landlord
- completion of sub-metering strategy for exclusions of landlord services' energy uses and non-general office spaces from future National Australian Built Environment Rating System (NABERS) Energy ratings for the Northern Command Headquarters tenancy
- collection of waste data in preparation of future NABERS Waste rating certification at the recently occupied Southern Command Centre
- incorporation of green lease schedules and active participation in building management committees at the following properties: National Headquarters, Southern Command Centre and Adelaide Airport Operation Centre. Discussions with the respective landlord are on energy, water and waste saving initiatives.

Greenhouse gas emissions inventory

Greenhouse gas emissions reporting has been developed using a methodology that is consistent with the whole-of-Australian-Government approach as part of the Australian Public Service Net Zero 2030 policy. Not all data sources were available at the time of the report and adjustments to baseline data may be required in future reports.

Emissions from electricity consumed by electric and plug-in hybrid vehicles has only been reported for electricity directly purchased by the AFP. Emissions associated with electricity consumption from public charging stations has not been reported for 2023–24.

Emissions from hire cars for 2023–24 have been sourced from third party providers and may be incomplete. The quality of data is expected to improve over time as emissions reporting matures.

Table 3.3 Greenhouse gas emissions inventory, location-based method, 2023–24

Emission source	Scope 1 kg CO ₂ -e	Scope 2 kg CO ₂ -e	Scope 3 kg CO ₂ -e	Total kg CO ₂ -e
Electricity (location-based approach)	NA	19,808.399	1,919.747	21,728.146
Natural gas	1,376.268	NA	340.258	1,716.527
Solid waste*	NA	NA	553.596	553.596
Refrigerants**†	0.000	NA	NA	0.000
Fleet and other vehicles	4,684.891	NA	1,169.089	5,853.980
Domestic commercial flights	NA	NA	4,189.725	4,189.725
Domestic hire car*	NA	NA	113.535	113.535
Domestic travel accommodation*	NA	NA	2,995.565	2,995.565
Other energy	30.159	NA	7.432	37.592

CO₂-e = carbon dioxide equivalent

Note: the table above presents emissions related to electricity usage using the location-based accounting method

* Indicates emission sources collected for the first time in 2023–24. The quality of data is expected to improve over time as emissions reporting matures

† Indicates optional emission source for 2023–24 emissions reporting

Table 3.4 Electricity greenhouse gas emissions, 2023–24

Emission source	Scope 1 kg CO ₂ -e	Scope 2 kg CO ₂ -e	Scope 3 kg CO ₂ -e	Total kg CO ₂ -e
Electricity (location-based approach)	19,808.399	1,919.747	21,728.146	100.00%
Market-based electricity emissions	8,747.893	1,079.987	9,827.880	36.49%
Total renewable electricity	–	–	–	63.51%
Mandatory renewables**	–	–	–	18.72%
Voluntary renewables***	–	–	–	44.79%

CO₂-e = carbon dioxide equivalent

Note: the table above presents emissions related to electricity usage using the location-based accounting method

Note: Department of Finance did not provide market-based method breakdown this year

** Mandatory renewables are the portion of electricity consumed from the grid that is generated by renewable sources. This includes the renewable power percentage

*** Voluntary renewables reflect the eligible carbon credit units surrendered by the entity. This may include purchased large-scale generation certificates, power purchasing agreements, GreenPower and the jurisdictional renewable power percentage (ACT only)

AFP Innovation Fund

The AFP Innovation Fund promotes pioneering thinking. It gives any member the opportunity to test and deliver their ideas for new capabilities and efficiencies within the AFP. It promotes paradigm shifts in policing, focusing on smaller, staged projects or proofs of concept as part of our broader strategy to support innovation at all levels of the AFP.

In 2023–24, 21 projects across 13 commands were allocated a total of \$1,077,752.

The projects included:

- delivering 're_B00TCMP' to engage skilled, technologically capable young people and give them opportunities to positively connect with the cybersecurity and investigations community and learn about potential career pathways
- developing and pioneering new methodologies for the AFP to trace proceeds of crime held as cryptocurrency
- introducing explosive simulation technology to enable AFP members to learn, using realistic simulations, how to keep themselves and members of the public safe from the blast range of an explosive device.

Our people

Organisational structure

Figure 3.2 AFP organisational structure, as at 30 June 2024

AFP Commissioner Reece P Kershaw APM					
	Chief Operating Officer Katherine Van Gorp*	Deputy Commissioner Crime Ian McCartney APM	Deputy Commissioner National Security Krissy Barrett APM	Deputy Commissioner International & Specialist Capabilities Lesa Gale APM	Chief Police Officer for the ACT Scott Lee APM
Chief Of Staff Joanne Chidgey*	Assistant Commissioner Learning & Development Command Peter Crozier	Assistant Commissioner Crime Command Kirsty Schofield APM	Assistant Commissioner Counter Terrorism & Special Investigations Command Stephen Nutt*	Assistant Commissioner Americas, Africa, Middle East & Europe David Mclean	Deputy Chief Police Officer Doug Boudry APM
	National Manager People Command Brooke Everett	Assistant Commissioner Eastern Command Stephen Dametto	Assistant Commissioner Specialist Protective Command Alison Wegg	Assistant Commissioner Pacific Command Nigel Ryan APM	
	Chief Financial Officer Paul Wood	Assistant Commissioner Northern Command Justine Gough APM	Assistant Commissioner Central Command Peter Harvey APM	Assistant Commissioner Intelligence & Covert Services Hans Koenderink	
	National Manager Strategy & Performance Office Michelle Rak*	Assistant Commissioner Cyber Command Chris Goldsmid*	Assistant Commissioner Southern Command Hilda Sirec APM	Chief Scientist Dr Simon Walsh PSM	
	Chief Counsel Samantha Nichol	National Manager Criminal Assets Confiscation Stefan Jerga	Assistant Commissioner Western Command Pryce Scanlan APM		
	Chief Information Officer Nathan Heeney	Executive Secretary Asia Pacific Group Dr Chris Black	National Manager Security Jorge Robinson		
	Executive Director Australian Institute of Police Management Grant Nicholls				

*indicates acting as at 30 June 2024

Workforce overview

The AFP had 8,082 staff as at 30 June 2024. This figure comprises:

- 3,523 police officers
- 817 protective service officers
- 3,742 unsworn staff.

In 2023–24, 43.7% of employees were located outside the ACT, including 227 staff overseas and 23 serving in Commonwealth external territories.

In 2023–24, the natural attrition rate increased to 6.6%, compared with 6.3% in 2022–23.

The overall proportion of female staff slightly increased in 2023–24, with women comprising 41.2% of the workforce compared with 40.8% in 2022–23. The proportion of women in Senior Executive Service (SES) roles increased in 2023–24 with women comprising of 41.1% compared with 40.4% in 2022–23. Further AFP staffing statistics are provided in Appendix B.

Recruitment

In 2023–24, frontline policing was a key recruitment focus. The AFP successfully graduated 14 recruit programs totalling 330 graduates – 273 as police officers and 57 as protective service officers. The new police officers were deployed to the ACT and nationally, while the new protective service officers were deployed across Australia. During 2023–24, the AFP also:

- introduced an attraction campaign focused on promoting ACT Policing and how they support the community
- created and implemented new face-to-face assessment centres across Australia to support recruitment streams for police and protective service officers
- updated assessment methodology aligned to tailored 'success profiles' for each recruitment stream and provided candidates an enhanced experience, including opportunities to meet operational staff and gain a better understanding of sworn roles
- developed Employee Value Propositions for the protective service officers and national policing roles
- introduced talent acquisition partners and services to support proactive recruitment strategies and targeted attraction campaigns
- upskilled hiring managers to attract higher quality candidates and reduce time to fill vacancies
- improved our First Nations entry level program to enhance participant experiences and provide the opportunity to complete a Certificate IV in Government Investigations.

Employment arrangements and remuneration

Enterprise agreement and Executive level enterprise agreement

In 2023–24, the AFP began bargaining for a new enterprise agreement and Executive level enterprise agreement. A vote was held between 24 May 2024 and 31 May 2024, which was not supported by the majority of the workforce. The AFP is continuing the bargaining process and therefore continues to

operate under Determination 1 of 2023, which was signed by the Commissioner on 27 April 2023. This determination operates until a successful vote occurs. Determination 1 of 2023 sits alongside both the AFP Enterprise Agreement 2017–2020 and the AFP Executive Level Enterprise Agreement 2019–2021 and provides increases to remuneration and specified allowances for all AFP Bands 1 to 8 and Executive-level employees.

Senior Executive Service remuneration

The Commissioner and Deputy Commissioners are statutory appointments made by the Governor-General under section 17 of the AFP Act. The Commissioner's remuneration is determined by the Remuneration Tribunal, and the Deputy Commissioners' remuneration is set out in an AFP determination under sections 17(4A) and 20(2A) of the AFP Act. All other SES employees are engaged under section 24 of the AFP Act and declared under section 25 of the AFP Act as Senior Executive AFP employees.

The terms and conditions of employment for SES employees are set out in individual SES employment contracts. SES salaries are reviewed annually by the Commissioner following performance assessments. Further information on SES remuneration is provided in Appendix B.

Performance pay

The AFP does not offer performance pay.

Non-salary benefits

In 2023–24, the AFP provided a range of non-salary benefits, including:

- access to study assistance through the AFP Tertiary Study Assistance Scheme (page 71)
- access to a range of training and professional development opportunities
- recognition through the AFP internal awards and Australian Honours frameworks
- recruit training for police and protective service officers
- access to flexible working arrangements
- access to gym facilities and health professionals
- annual influenza immunisation.

Performance management

In 2023–24, the AFP supported a high-performing, safe and healthy workplace culture by increasing our investment in performance management capabilities. As part of this, we continued educating our workforce on performance management processes and best practice principles. We conducted 15 education presentations with AFP supervisors to strengthen their confidence and build their ability to manage their people. As a result, our people reported potential issues to the Performance Management team earlier, making positive and timely resolution of problems more achievable.

During 2023–24, 78% of the matters referred to the Performance Management team were for early intervention strategies. This demonstrates an increase in early reach-in and engagement to proactively manage performance and culture.

Work health, safety and rehabilitation

Work Health and Safety Act 2011 (Cth)

In 2023–24, the AFP conducted 58 workplace inspections across several AFP locations to support our compliance with the WHS Act and associated regulations.

The AFP reported 61 notifiable incidents to Comcare pursuant to section 38 of the WHS Act. Comcare issued 12 notices pursuant to section 155 of the WHS Act. We responded to the requests and provided information as required until closure.

One provisional improvement notice was issued in 2023–24.

Support services

The AFP is committed to safeguarding the health, safety and welfare of all our people, including through prevention. While the AFP has a range of support services, our main health support service, SHIELD, offers our people the expertise of skilled professionals, including medical officers, psychologists, health and fitness advisers, exercise physiologists, physiotherapists and rehabilitation case managers. To enhance support services for our workforce, we are using SHIELD to build an evidence-based approach through health, wellbeing and safety related industry and research partnerships.

In 2023–24, the AFP undertook a range of initiatives to ensure we delivered on our commitment to provide a healthy and safe workplace. These included:

- supporting the transition to presumptive legislation to improve the client experience regarding workers' compensation
- working to review the AFP's physical employment standards to align with best practice and minimise injury
- delivery of the In Focus staff survey, which helped us to better understand the current environment and the role of organisational factors on health and wellbeing
- enhancing psychosocial safety preparedness through improved governance, reporting and leadership training.

Rehabilitation

Since the commencement of SHIELD in 2020–21, there has been a 23% increase in the uptake of Early Access services and a 27% decrease in accepted workers' compensation claims, reflecting the positive influence of SHIELD on health outcomes for members.

The AFP recognises early access to support is critical to recovery and acknowledges the need for a tailored and flexible approach to injury management. During 2023–24, 355 members were provided early access to treatment through the AFP's Early Access program.

Diversity and inclusion

In 2023–24, the AFP continued to prioritise building our diversity and inclusion capabilities to enhance our operational readiness and build a psychologically and culturally safe workplace. Our people-centred approach leveraged individual lived experience in support of operational and strategic outcomes.

To support our enterprise-wide uplift of diversity and inclusion capabilities, the AFP:

- completed Phase 1 implementation of the Diversity and Inclusion Strategy 2023–2026, which focused on foundational actions such as delivery of senior leadership roundtables, updates to AFP systems to enable diversity group self-identification, and the official launch of the Gender Pay Gap and Equity Project, where Sex Discrimination Commissioner, Dr Anna Cody, presented the outcomes of the research project
- commenced Phase 2 implementation of the Diversity and Inclusion Strategy 2023–2026, which focuses on enhancement actions such as the development of tailored action plans to address gender equality, disability and First Nations issues
- continued our partnership with the Australian Human Rights Commission (AHRC) to support our diversity and inclusion goals through research and analysis of evidence-based and best practice recommendations on sustainable changes
- continued support for our 5 diversity networks with the reinvigoration of the 5 Network Forum, which brings together network champions, committee chairs and the Diversity and Inclusion team to accelerate strategy outcomes and ensure an intersectional approach
- developed the inaugural AFP Disability Action Plan 2024–2025, scheduled for release in the second half of 2024, which sets out our key focus areas to remove barriers for employees with disability and supports our strategic workforce approach to meet our future operational needs
- implemented a new Better Practice Guide on accommodating workplace reasonable adjustments and introduced an assistance animal fact sheet to assist members with disabilities, injuries or illnesses
- engaged proactively in reporting and benchmarking processes such as the Australian Workplace Equality Index and the Multicultural Access & Equity Review, and with the Workplace Gender Equality Agency, to enhance our reporting and accountability mechanisms.

Gender equality

In 2023–24, our workforce and leadership gender balance remained an area of focus. At the end of 2023–24, 41.1% of Senior Executive roles were held by women.

The AFP has taken a research and data driven approach to help us embed sustainable gender equity reforms. In 2023–24, the AFP:

- delivered command insights reports in partnership with the AHRC, following the launch of the Gender Pay Gap and Equity Project, to Assistant Commissioners in ACT Policing and regional commands, which enhanced organisational understanding of gendered barriers and identified opportunities for change
- developed the inaugural AFP Gender Equity Action Plan 2024–26, scheduled for release in the second half of 2024, as the central roadmap on how we will promote and improve gender equality in our workforce

- progressed the AFP's implementation of Respect@Work by bringing together AFP stakeholders and the AHRC to ensure our policies, practices and support options are people centred and trauma informed to meet our positive duty obligations to eliminate unlawful behaviour such as sexual harassment, sex-based harassment and discrimination
- enhanced our role in capacity building and uplift initiatives through taking on the secretariat and coordination role for the Women in Law Enforcement Strategy mentoring program; and presenting to our partners on women in policing – with notable participation and recognition at the Global Conference on Gender Equality in the Police.

First Nations agenda

In 2023–24, the AFP expanded our First Nations agenda, focusing on the experiences of our own First Nations members, as well as our community policing lens and how we partner with other agencies in our contribution to the National Agreement on Closing the Gap.

In accordance with our Reconciliation Action Plan and Diversity and Inclusion Strategy 2023–2026 objectives, the AFP:

- began creating a recruitment strategy to ensure the AFP is representative of the communities we serve and can meet our target of 3% First Nations representation by 2028
- began designing the AFP's first holistic employment strategy to enhance member retention and experience and provide our First Nations members with a tailored approach to skills growth and career opportunities
- began work to update the AFP's Acknowledgment of Country in consultation with First Nations members to ensure it meets our members' expectations.

Disability reporting

Australia's Disability Strategy 2021–2031 is the overarching framework for inclusive policies, programs and infrastructure that will support people with disability to participate in all areas of Australian life. It sets out practical changes that will be made to improve the lives of people living with disability in Australia. It also acts to ensure the principles underpinning the United Nations Convention on the Rights of Persons with Disabilities are incorporated into Australia's policies and programs that affect people with disability, their families and carers. All levels of government have committed to delivering more comprehensive and visible reporting under the strategy. A range of reports on the progress of the actions and outcome areas will be published and available at disabilitygateway.gov.au/ads.

Appendix B provides statistics on appointees who identify as having a disability.

Capability and development

The AFP encourages career-long learning and development through internal and external opportunities. These include access to our coaching and mentoring network, training and professional development opportunities offered through just-in-time resources, self-reflective practices and short eLearning courses. Our capability and development framework also includes the AFP College, Australian Institute of Police Management (AIPM), Core Leadership Continuum, Australian Federal Police Tertiary Study Assistance Scheme, and Investigator's Development Continuum.

AFP College

The AFP College is a registered training organisation with the Australian Skills Quality Authority. It delivers nationally recognised qualifications and accredited vocational education and training courses to our appointees and law enforcement partners. The Australian Skills Quality Authority has assessed and approved the AFP College's re-registration application for a further 7 years, until 30 June 2031.

In 2023–24, the AFP College awarded 296 qualifications. As the only registered training organisation within the Attorney-General's portfolio, the AFP College is uniquely placed to enhance relationships with our partner agencies by assisting them to develop quality training and qualification options for their employees.

Australian Institute of Police Management

The AIPM delivers graduate and professional development programs to support leadership uplift across Australian policing agencies and regional police partners in the Pacific.

In 2023–24, the AIPM supported the leadership development of 365 participants across 14 core programs. In addition, it supported 14 Pacific nations' police organisations through the Pacific Faculty of Policing. The Pacific Faculty of Policing delivered 17 program activities, providing learning and leadership development support to 412 participants, both onsite and across the Pacific region.

During 2023–24, the AIPM hosted 68 conference and high-profile international visit activities, delivering mission-critical training and achieving international engagement objectives.

In 2023–24, at the request of the AIPM Board (the Commissioners of Police from Australia and New Zealand), the AFP undertook a review of the AIPM. The review focused on assessing the effectiveness of the AIPM in supporting leadership and Senior Executive development across policing jurisdictions, the economy of the AIPM service offering to the jurisdictions and the efficiency of AIPM operations. The findings of this review were presented to the AIPM in early 2024, and the AIPM has commenced actions against the recommendations provided.

AFP Tertiary Study Assistance Scheme

In 2023–24, the AFP Tertiary Study Assistance Scheme supported 225 appointees to study and gain qualifications relevant to their current role or career development. The most common areas of study related to cybersecurity, law, accounting, criminology, leadership and management, philosophy and psychology. This support included financial aid to assist with the cost of course fees.

Core Leadership Continuum

The Core Leadership Continuum (CLC) is a tailored AFP initiative that provides over 80 specialised training options to develop leadership potential among members. In 2023–24, 886 online self-paced modules were completed and 612 members participated in 76 virtual facilitated workshops. In addition, 105 members completed the Team Leader and Sergeant Development Package, 23 members completed the pilot CATALYST program, and 33 members completed the 2023–24 Executive Level Transition Program.

Investigator's Development Continuum

The AFP Investigator's Development Continuum provides whole-of-career guidance along the pathway from new police officer through to management of serious crime. The program is aligned to higher education qualifications and provides participants with an opportunity to develop and demonstrate a high level of investigative skills, practices, decision-making abilities and knowledge.

In 2023–24, the AFP delivered a range of programs including:

Investigator training:

- detective training programs
- Commonwealth Investigations Program
- Senior Investigating Officer Program and Senior Investigating Officer Cohort Maintenance Workshop
- management of serious crime programs.

Specialised training:

- sexual offences and child abuse programs
- national interviewing vulnerable persons programs
- counter terrorism and advanced counter terrorism investigations programs
- Special Investigations Program
- Cyber Tier 2 training programs
- Online Child Exploitation Investigations Program.

External scrutiny

Judicial decisions and decisions of administrative tribunals

In 2023–24, there were 2 tribunal decisions that had a significant effect on the operations of the AFP.

Board of Inquiry into the Criminal Justice System

The AFP voluntarily participated in the Board of Inquiry into the Criminal Justice System, established by the ACT Government to examine the conduct of criminal justice agencies involved in *R v Lehmann*. Hearings were held between 8 May and 1 June 2023. Seventeen AFP employees provided witness statements.

The Board of Inquiry report was delivered to the ACT Government on 31 July 2023 and subsequently released to the public. The report made a number of recommendations regarding changes to the ACT criminal justice system. The AFP, through ACT Policing, has been working closely with the ACT Government and other stakeholders to give effect to those recommendations.

Deaths of AFP appointees in the Australian Capital Territory

The AFP was the subject of a coronial inquest into the deaths of 3 AFP officers in the ACT. The inquest addressed issues of mental health and the appropriateness of the AFP's systems and governance around access to firearms. The AFP complied with all requests for information by the coroner and also made submissions regarding steps that had been taken to improve processes since the deaths occurred. The coroner also heard from the families of each of the deceased officers.

On 6 October 2023, Coroner Archer made recommendations on the AFP's systems and approaches to mental health and firearm access. The AFP accepted the bulk of the recommendations and continues to work to ensure that the requirement for the AFP to be able to quickly deploy appointees in response to an emergency situation or incident does not compromise the health and safety of AFP employees.

Australian Information Commissioner decisions

In 2023–24, the Australian Information Commissioner made 19 decisions concerning AFP freedom of information requests. Of the 19 decisions:

- 4 AFP decisions were affirmed
- 4 AFP decisions were varied but documents remain exempt in full
- 7 AFP decisions were partially set aside, providing the applicant with access to some additional information contained in the documents and otherwise affirming the AFP's decision
- 3 AFP decisions were set aside, and the AFP was required to assess the requests for access
- one AFP decision was set aside but the Commissioner agreed no documents were located.

Auditor-General reports

In 2023–24, the AFP was not subject to any audits by the Auditor-General.

Commonwealth Ombudsman reports

The Commonwealth Ombudsman conducts a number of annual inspections at the AFP to ensure we are using our powers as the Australian and ACT parliaments intended. In 2023–24, we worked closely with the Ombudsman's office to identify areas of improvement and implement recommendations in the following areas.

Covert analysis and assurance

The Commonwealth Ombudsman inspects our compliance with the *Telecommunications (Interception and Access) Act 1979* (Cth), the *Telecommunications Act 1997* (Cth), the *Surveillance Devices Act 2004* (Cth) and the *Crimes Act 1914* (Cth). In 2023–24, the AFP facilitated inspections by external oversight bodies, including 9 inspections by the Commonwealth Ombudsman.

Professional standards and practice

Section 40XA of the AFP Act requires the Commonwealth Ombudsman to conduct at least one annual review of the AFP's administration of Part V of the AFP Act and report the results to the Australian Parliament.

The Commonwealth Ombudsman conducted a records-based review in May 2023. This review examined complaints finalised between 1 March 2022 and 28 February 2023 and identified no significant or systemic issues. The Commonwealth Ombudsman made 3 recommendations and 5 suggestions to assist the AFP to improve complaint management.

The report on this review was tabled in Parliament on 15 May 2024.

Two records-based reviews were conducted within the 2023–24 period. A one-week inspection was held in August 2023 for the purposes of early engagement with records administered by the new Workplace Issues and Complaints Resolution team, and a full inspection was held in May 2024. These reviews examined complaints finalised between 1 March 2023 and 28 February 2024. As soon as practicable after 30 June 2024, the Commonwealth Ombudsman will report to Parliament on the results of these reviews.

The AFP continues to work closely with the Commonwealth Ombudsman to ensure best practice complaints management in the AFP.

Counter terrorism

Division 11 of Part IAAB of the Crimes Act empowers the Commonwealth Ombudsman to inspect AFP records to determine if the AFP has complied with its provisions. Part IAAB also provides the AFP with powers to monitor compliance with control orders and issuing of monitoring warrants.

The Commonwealth Ombudsman inspected records of the AFP's compliance with the obligations under the Control Order Monitoring Powers in March 2024. The inspection covered the period 1 July 2022 to 30 June 2023 and assessed whether the AFP had addressed suggestions made in the 1 July 2021 to 30 June 2022 inspection report. The Commonwealth Ombudsman's report from the March 2024 inspection was pending as at 30 June 2024. The AFP continues to make progress on the suggestions provided in the Commonwealth Ombudsman's previous inspection report from September 2022.

Part IAAA of the Crimes Act gives the AFP powers to issue delayed notification search warrants. Division 7 of Part IAAA of the Crimes Act empowers the Commonwealth Ombudsman to biannually inspect our records to determine if we have complied with Part IAAA.

In November 2023, the Commonwealth Ombudsman undertook an inspection of Part IAAA powers for the period 1 January 2023 to 30 June 2023.

During the inspection, the effectiveness of the AFP's governance and compliance regime was assessed. The Commonwealth Ombudsman observed the AFP had:

- made progress in implementing previous suggestions
- provided a high level of support during the inspection and demonstrated a strong commitment to compliance.

The Commonwealth Ombudsman noted a delay in finalisation of guidance material and made recommendations to remedy the situation. In March 2024, the AFP advised that the recommendations had been accepted and it had begun to implement a process to better track development, endorsement and publication of governance documents.

In June 2024, a further inspection was undertaken for the period 1 July 2023 to 31 December 2023. The Commonwealth Ombudsman's report was pending as at 30 June 2024.

ACT Policing

The ACT Ombudsman's oversight role of ACT Policing is delivered by the Commonwealth Ombudsman under a service agreement with the ACT Government. This agreement outlines the services the Ombudsman provides on behalf of the ACT Government. It specifies that activities undertaken by the ACT Ombudsman with respect to ACT Policing include:

- investigating individual complaints
- conducting own-motion investigations
- inspecting AFP records relating to the handling of complaints
- providing summary statistics relating to ACT community policing services complaints inspected by the Ombudsman under the AFP Act.

Parliamentary committees

In 2023–24, the AFP made submissions to, or appeared before, the following parliamentary committee inquiries in relation to our operations:

- Joint Committee of Public Accounts and Audit – inquiry into Commonwealth Financial Statements 2022–23: use and governance of artificial intelligence systems in the APS
- Parliamentary Joint Committee on Corporations and Financial Services – inquiry into the Financial Services Regulatory Framework in relation to financial abuse
- Parliamentary Joint Committee on Intelligence and Security – review of the Counter-Terrorism Legislation Amendment (Prohibited Hate Symbols and Other Measures) Bill 2023
- Parliamentary Joint Committee on Intelligence and Security – review of post-sentence terrorism orders (Division 105A)
- Parliamentary Joint Committee on Intelligence and Security – review of AFP functions under the Criminal Code and Crimes Act
- Parliamentary Joint Committee on Intelligence and Security – review of the Intelligence Services Legislation Amendment Bill 2023
- Parliamentary Joint Committee on Intelligence and Security – review of the Counter-Terrorism and Other Legislation Amendment Bill 2023
- Parliamentary Joint Committee on Intelligence and Security – review of the Australian Citizenship Amendment (Citizenship Repudiation) Bill 2023
- Parliamentary Joint Committee on Intelligence and Security – review of Division 3 of Part III of the *Australian Security Intelligence Organisation Act 1979*
- Parliamentary Joint Committee on Intelligence and Security – review of Crimes Amendment (Strengthening Criminal Justice Response to Sexual Violence) Bill 2024
- Parliamentary Joint Committee on Intelligence and Security – review of the Counter-Terrorism Legislation (Declared Areas) Bill 2024
- Parliamentary Joint Committee on Law Enforcement – inquiry into Australia’s illicit drug problem: challenges and opportunities for law enforcement
- Parliamentary Joint Committee on Law Enforcement – inquiry into law enforcement capabilities in relation to child exploitation
- Parliamentary Joint Committee on Law Enforcement – inquiry into the capability of law enforcement to respond to cybercrime
- Parliamentary Joint Committee on Law Enforcement – examination of the Australian Federal Police *Annual Report 2022–23*
- Select Committee on the Perth Mint and Commonwealth regulatory compliance – inquiry into Perth Mint and Commonwealth regulatory compliance

- Senate Legal and Constitutional Affairs Legislation Committee – inquiry into the Migration Amendment (Removal and other Measures) Bill 2024 inquiry
- Senate Select Committee on Adopting Artificial Intelligence – inquiry into opportunities and impacts for Australia arising out of the uptake of artificial intelligence
- Senate Select Committee on Foreign Interference through social media – inquiry into the risk posed to Australia’s democracy by foreign interference through social media
- Senate Standing Committee on Community Affairs – review of the Therapeutic Goods and Other Legislation Amendment (Vaping Reforms) Bill 2024
- Senate Standing Committee on Legal and Constitutional Affairs – inquiry into missing and murdered First Nations women and children
- Senate Standing Committee on Legal and Constitutional Affairs – inquiry into the Crimes Legislation Amendment (Combatting Foreign Bribery) Bill 2023
- Senate Standing Committee on Legal and Constitutional Affairs – inquiry into right wing extremist movements in Australia
- Senate Standing Committee on Legal and Constitutional Affairs – review of the Identity Verification Services Bill 2023 and the Identity Verification Services (Consequential Amendments) Bill 2023
- Senate Standing Committees on Education and Employment – review of Fair Work Legislation Amendment (Closing Loopholes) Bill 2023.

Other significant developments in external scrutiny

In 2023–24, there were no other significant developments in external scrutiny.

Financial management

Procurement

The AFP applies the Commonwealth Procurement Rules (CPRs) when procuring goods and services, including consultancies. The rules are applied to activities through the Commissioner's Financial Instructions with supporting guidelines. The AFP has a centralised procurement and contracting team that actively promotes and focuses on compliance with the CPRs.

In 2023–24, the AFP entered into 18 contracts of \$100,000 or more which did not provide for the Auditor-General to have access to the contractor's premises. These contracts are detailed in Table 3.5.

Table 3.5 Contracts without Auditor-General access, 2023–24

Name of vendor	Purpose of contract	Value of contract \$ (GST inc.)	Reason
Red Hat Asia-Pacific Pty Ltd	Provision of software licences	1,501,763.11	The AFP accepted the vendor terms
ALTIA-ABM Pty Ltd	Provision of software licences	101,029.59	
National Australia Bank Limited	Supply of software	540,000.00	
BAE System Applied Intelligence Pty	Provision of software licences	115,065.48	
CNW Pty Ltd	Supply of communication devices	183,958.54	
Niu Ford	Supply of motor vehicle	100,000.00	
TRM Labs, Inc	Provision of software licences	120,000.00	
Lexis Nexis	Provision of database subscription services	113,848.50	
D - Fend Solutions AD Ltd	Supply of police equipment	140,000.00	
TRM Labs, Inc	Provision of software licences	152,900.00	
Digicel Business (Digicel Group)	Provision of telecommunication services	600,000.00	
Australian Defence Apparel Pty Ltd	Supply of uniforms	149,962.03	

Thomson Reuters (Professional)	Provision of database subscription services	139,180.70	
AUSTRALIA PACIFIC SUPPLIES Pty Ltd	Supply of motor vehicle	130,000.00	
Niu Ford	Supply of motor vehicle	215,000.00	The AFP accepted the vendor terms
NEARMAP AUSTRALIA Pty Ltd	Provision of software licences	485,973.18	
Digicel Business (Digicel Group)	Provision of telecommunication services	150,000.00	
INDARA INFRASTRUCTURE Pty Ltd	Provision of property lease	208,162.72	

Exempt contracts

In 2023–24, the AFP did not publish on AusTender the details of 40 contracts, with a total value of \$22,410,703, as the details would disclose exempt matters under the FOI Act.

Reportable consultancy contracts

During 2023–24, 25 new consultancy contracts were entered into, involving total actual expenditure of \$1,772,369. In addition, 36 ongoing consultancy contracts were active during the period, involving total actual expenditure of \$3,550,801.

Decisions to engage consultants are made in accordance with the PGPA Act, CPRs and relevant internal policies where there is an identified need for specialist skills, knowledge or independent expertise in areas outside of the agency's core business functions. The AFP takes into consideration the skills and resources required for the task, the skills available internally and the cost-effectiveness of engaging external expertise.

Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website.

Table 3.6 Expenditure on reportable consultancy contracts, 2023–24

	Number	Expenditure \$ (GST inc.)
New contracts entered into during 2023–24	25	1,772,369
Ongoing contracts entered into during a previous reporting period	36	3,550,801
Total	61	5,323,170

Table 3.7 Organisations receiving a share of reportable consultancy contract expenditure, 2023–24

Organisation	Organisation ABN	Expenditure \$ (GST inc.)
Lawyerbank Pty Ltd	ABN 23159266583	759,552
Countersight Proprietary Limited	ABN 71631082856	704,228
Callida Pty Ltd	ABN 40154007664	588,335
ETM Perspectives Pty Ltd	ABN 37112806121	336,588
CBR Cyber Pty Ltd	ABN 36643307171	252,011

Reportable non-consultancy contracts

During 2023–24, 981 new reportable non-consultancy contracts were entered into, involving total actual expenditure of \$98,597,724 (GST inclusive). In addition, 1,799 ongoing reportable non-consultancy contracts were active during the period, involving total actual expenditure of \$216,822,908 (GST inclusive).

Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the AusTender website.

Table 3.8 Expenditure on reportable non-consultancy contracts, 2023–24

	Number	Expenditure \$ (GST inc.)
New contracts entered into during 2023–24	981	98,597,724
Ongoing contracts entered into during a previous reporting period	1,799	216,822,908
Total	2,780	315,205,576

Table 3.9 Organisations receiving a share of reportable non-consultancy contract expenditure, 2023–24

Organisation	Organisation ABN	Expenditure \$ (GST inc.)
Bayernfonds Opalus GmbH	ARBN 136907689	28,928,385
Perpetual Trustee Company Limited	ABN 89931801734	27,129,128
SHAPE Australia (QLD) Pty Ltd	ABN 69126087910	18,569,946
Kinder Investments Pty Ltd	ABN 82004331597	17,235,858
Motorola Solutions Australia	ABN 16004742312	14,613,096

Procurement initiatives to support small business

The AFP supports small business participation in the Commonwealth government procurement market. Small and medium enterprises and small enterprise participation statistics are available on the Department of Finance's website.

The AFP's procurement practices support small business enterprises by promoting, where possible, use of the Commonwealth Contracting Suite for low-risk procurements valued under \$200,000, encouraging the use of credit card payments for procurements valued under \$10,000 and setting the default terms of payment for all suppliers through the accounts payable system to pay immediately.

The AFP recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Business are available on the Treasury's website.

Discretionary grants

Information on grants awarded by the AFP during 2023–24 is available at grants.gov.au.

Advertising and market research

The AFP did not conduct any government advertising campaigns in 2023–24.

Table 3.10 Advertising and market research expenditure, 2023–24

Category	Vendor	Expenditure \$ (GST inc.)
Campaign	DXC Technology Australia Pty Ltd	923,612
Campaign	Dynamic Gift NZ Ltd	29,497
Campaign	Dynasty Sport Ltd	17,337
Campaign	Havas Australia Pty Ltd	214,188
Campaign	Mediabrand Australia Pty Ltd	2,146,515
Campaign	Miklin & Co Pty Ltd	20,208
Campaign	Military Shop	34,429
Campaign	Productology Pty Ltd	92,966
Campaign	Promotion Products Pty Ltd	96,998
Market research	Verian Group Australia Pty Ltd	120,841
Total		3,696,590

Run4Blue Race at Majura
to raise money for AFP Legacy
May 2024



Chapter 4

Financial statements



INDEPENDENT AUDITOR'S REPORT

To the Attorney-General of Australia

Opinion

In my opinion, the financial statements of the Australian Federal Police for the year ended 30 June 2024:

- (a) comply with Australian Accounting Standards – Simplified Disclosures and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and
- (b) present fairly the financial position of the Australian Federal Police as at 30 June 2024 and its financial performance and cash flows for the year then ended.

The financial statements of the Australian Federal Police, which I have audited, comprise the following as at 30 June 2024 and for the year then ended:

- Statement by the Commissioner and Chief Financial Officer;
- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- Cash Flow Statement;
- Administered Schedule of Comprehensive Income;
- Administered Schedule of Assets and Liabilities;
- Administered Reconciliation Schedule;
- Administered Cash Flow Statement; and
- Notes to the financial statements, comprising a summary of significant accounting policies and other explanatory information.

Basis for opinion

I conducted my audit in accordance with the Australian National Audit Office Auditing Standards, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Australian Federal Police in accordance with the relevant ethical requirements for financial statement audits conducted by the Auditor-General and his delegates. These include the relevant independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) to the extent that they are not in conflict with the *Auditor-General Act 1997*. I have also fulfilled my other responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Other information

The Commissioner is responsible for the other information. The other information comprises the information included in the annual report for the year ended 30 June 2024 but does not include the financial statements and my auditor's report thereon.

My opinion on the financial statements does not cover the other information and accordingly I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact. I have nothing to report in this regard.

Accountable Authority's responsibility for the financial statements

As the Accountable Authority of the Australian Federal Police, the Commissioner is responsible under the *Public Governance, Performance and Accountability Act 2013* (the Act) for the preparation and fair presentation of annual financial statements that comply with Australian Accounting Standards – Reduced Disclosure Requirements and the rules made under the Act. The Commissioner is also responsible for such internal control as the Commissioner determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Commissioner is responsible for assessing the ability of the Australian Federal Police to continue as a going concern, taking into account whether the Australian Federal Police's operations will cease as a result of an administrative restructure or for any other reason. The Commissioner is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the assessment indicates that it is not appropriate.

Auditor's responsibilities for the audit of the financial statements

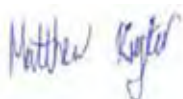
My objective is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian National Audit Office Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with the Australian National Audit Office Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Australian Federal Police's internal control;
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Accountable Authority;
- conclude on the appropriateness of the Accountable Authority's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Australian Federal Police's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Australian Federal Police to cease to continue as a going concern; and
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Commissioner regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Australian National Audit Office

A handwritten signature in blue ink that reads "Matthew Rigter".

Matthew Rigter
Executive Director
Delegate of the Auditor-General

Canberra

17 September 2024


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Statement by the Commissioner and the Chief Financial Officer

In our opinion, the attached financial statements for the year ended 30 June 2024 comply with subsection 42(2) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act) and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.

In our opinion, at the date of this statement, there are reasonable grounds to believe that the Australian Federal Police (AFP) will be able to pay its debts as and when they fall due.



Reece P Kershaw APM
Commissioner

16 September 2024



Paul Wood
Chief Financial Officer

16 September 2024

Australian Federal Police
Departmental primary statements

Statement of comprehensive income

for the year ended 30 June 2024

	Notes	Actual 2024 \$'000	Actual 2023 \$'000	Original budget ¹ \$'000	Variance \$'000
NET COST OF SERVICES					
Expenses					
Employee benefits	1.1A	1,146,959	1,071,205	1,070,033	76,926
Suppliers	1.1B	532,175	506,534	543,096	(10,921)
Depreciation and amortisation	2.2A	277,274	280,970	238,326	38,948
Finance costs	1.1C	32,716	23,594	23,174	9,542
Write-down and impairment of other assets	1.1D	571	1,217	-	571
Grants		6,538	5,248	-	6,538
Other expenses		1,461	705	-	1,461
Total expenses		1,997,694	1,889,473	1,874,629	123,065
Own-source income					
Own-source revenue					
Revenue from contracts with customers		405,253	384,265	393,458	11,795
Other revenue		3,675	4,236	3,525	150
Total own-source revenue	1.2A	408,928	388,501	396,983	11,945
Gains					
Resources received free of charge		7,691	6,278	6,538	1,153
Gains from sale of assets		418	228	-	418
Other gains		447	3,083	-	447
Total gains		8,556	9,589	6,538	2,018
Total own-source income		417,484	398,090	403,521	13,963
Net cost of services		(1,580,210)	(1,491,383)	(1,471,108)	(109,102)
Revenue from Government	4.1A	1,501,665	1,286,667	1,340,123	161,542
Deficit attributable to the Australian Government		(78,545)	(204,716)	(130,985)	52,440
Other comprehensive income					
Items not subject to subsequent reclassification to net cost of services					
Changes in asset revaluation reserve		-	60,513	-	-
Total other comprehensive income		-	60,513	-	-
Total comprehensive loss		(78,545)	(144,203)	(130,985)	52,440

The above statement should be read in conjunction with the accompanying notes.

¹ The original budget is from the 2023–24 Portfolio Budget Statement (PBS) (unaudited).

Statement of comprehensive income (cont.)

for the year ended 30 June 2024

The following provides an explanation of the variance between the original budget figures as presented in the PBS 2023–24 and the 2023–24 actual result. The budget is not audited.

Explanations are provided for major budget variances only. The variances in the cash flow statement are interrelated with figures disclosed in the statement of comprehensive income and statement of financial position and consequently are not separately explained.

Departmental expenses

Increased expenditure was largely in line with additional funds received in Appropriation Acts No. 3 and No. 5 2023–24, partly offset by a focused Budget Management Taskforce driving efficiency in a few key areas. Depreciation was in line with the prior year (which had decreased due to recognition of right-of-use assets late in 2022–23).

Net Cash Operating Result

The net cash operating result at Note 4.2 shows a surplus of \$83m, which excludes depreciation of fixed assets and adjusts for the impacts of lease accounting. During the year, in accordance with the Budget Process Operating Rules (BPORs), The Department of Finance approved a movement of funds increasing revenue by \$10m. Due to a delay in processing, this was not included in the 2023-24 result - it will be reflected as revenue in 2024-25 (Appropriation Bill No.3). \$85m relates to a cash injection to fund the unpaid superannuation rectification. \$8m of the net cash surplus relates to AFPs management of operational budgets.

Departmental primary statements

Statement of financial position

as at 30 June 2024

	Notes	Actual 2024	Actual 2023	Original budget ¹	Variance
		\$'000	\$'000	\$'000	\$'000
ASSETS					
Financial assets					
Cash and cash equivalents	2.1A	34,823	24,346	26,995	7,828
Trade and other receivables	2.1B	160,585	94,276	160,885	(300)
Total financial assets		195,408	118,622	187,880	7,528
Non-financial assets					
Land and buildings	2.2A	1,667,517	1,714,909	1,371,324	296,193
Property, plant and equipment	2.2A	246,120	252,084	257,100	(10,980)
Intangibles	2.2A	166,319	141,703	131,066	35,253
Inventories		13,491	9,748	6,905	6,586
Prepayments		41,780	32,241	48,684	(6,904)
Total non-financial assets		2,135,227	2,150,685	1,815,079	320,148
Total assets		2,330,635	2,269,307	2,002,959	327,676
LIABILITIES					
Payables					
Suppliers		74,524	64,094	68,207	6,317
Other payables	2.3A	61,759	54,696	56,195	5,564
Total payables		136,283	118,790	124,402	11,881
Interest bearing liabilities					
Leases	2.4	1,335,039	1,362,980	1,019,362	315,677
Total interest bearing liabilities		1,335,039	1,362,980	1,019,362	315,677
Provisions					
Employee provisions	3.1	335,286	348,053	373,613	(38,327)
Other provisions	2.5	36,517	33,607	30,679	5,838
Total provisions		371,803	381,660	404,292	(32,489)
Total liabilities		1,843,125	1,863,430	1,548,056	295,069
Net assets		487,510	405,877	454,903	32,607
EQUITY					
Contributed equity		1,966,905	1,806,727	1,950,014	16,891
Reserves		205,737	205,737	145,224	60,513
Accumulated deficit		(1,685,132)	(1,606,587)	(1,640,335)	(44,797)
Total equity		487,510	405,877	454,903	32,607

The above statement should be read in conjunction with the accompanying notes.

¹ The original budget is from the 2023–24 PBS (unaudited). Note that an error has been corrected in the presentation of the 2023–24 PBS, which understated lease liabilities (\$1,124m), causing net assets to not equal total equity.

Statement of financial position (cont.)

as at 30 June 2024

The following provides an explanation of the variance between the original budget figures as presented in the PBS 2023-24 and the 2023-24 actual result. The budget is not audited.

Note that an error has been corrected in the presentation of the 2023-24 PBS, which understated lease liabilities (\$1,124m), causing net assets to not equal total equity.

Explanations are provided for major budget variances only. The variances in the cash flow statement are interrelated with figures disclosed in the statement of comprehensive income and statement of financial position and consequently are not separately explained.

Departmental assets

Departmental assets are greater than budget, but largely in line with the prior year. This is largely attributable to recognition of right-of-use assets late in 2022-23.

Departmental liabilities

Departmental liabilities are also greater than budget due to recognition of right-of-use assets (offsetting lease liability) in late 2022-23. Employee Provisions have reduced as the resolution of the underpayment of superannuation progresses.

Departmental primary statements

Statement of changes in equity

for the year ended 30 June 2024

	Actual 2024 \$'000	Actual 2023 \$'000	Original budget ¹ \$'000	Variance ² \$'000
CONTRIBUTED EQUITY				
Opening balance as at 1 July	1,806,727	1,662,027	1,805,734	993
Transactions with owners				
<i>Contributions by owners</i>				
Equity injection - appropriations	76,454	61,575	59,563	16,891
Departmental Capital Budget	83,724	83,125	84,717	(993)
Total transactions with owners	160,178	144,700	144,280	15,898
Closing balance as at 30 June	1,966,905	1,806,727	1,950,014	16,891
RETAINED EARNINGS				
Opening balance				
Opening balance carried forward from previous period	(1,606,587)	(1,401,872)	(1,509,350)	(97,237)
Adjustment for errors	-	1	-	-
Adjusted opening balance	(1,606,587)	(1,401,871)	(1,509,350)	(97,237)
Comprehensive income				
(Deficit) for the period	(78,545)	(204,716)	(130,985)	52,440
Total comprehensive loss	(78,545)	(204,716)	(130,985)	52,440
Closing balance as at 30 June	(1,685,132)	(1,606,587)	(1,640,335)	(44,797)
ASSET REVALUATION RESERVE				
Opening balance carried forward from previous period	205,737	145,224	145,224	60,513
Comprehensive income				
Other comprehensive income	-	60,513	-	-
Total comprehensive income	-	60,513	-	-
Closing balance as at 30 June	205,737	205,737	145,224	60,513
TOTAL EQUITY	487,510	405,877	454,903	32,607

The above statement should be read in conjunction with the accompanying notes.

¹ The original budget is from the PBS 2023-24 (unaudited).

² The variance between the actual and original budgeted amount for 2023-24. Explanation of major variances in equity are consistent with those explained in relation to income, expenses, assets and liabilities.

Accounting policy

Equity Injections

Amounts appropriated which are designated as 'equity injections' for a year (less any formal reductions) and Departmental Capital Budgets (DCBs) are recognised directly in contributed equity in that year.

Departmental primary statements

Cash flow statement

for the year ended 30 June 2024

	Notes	Actual 2024 \$'000	Actual 2023 \$'000	Original budget ¹ \$'000	Variance ² \$'000
Operating activities					
<i>Cash received</i>					
Appropriations		1,865,873	1,831,698	1,680,788	185,085
Sales of goods and rendering of services		428,117	391,340	396,483	31,634
GST received		61,989	62,137	29,900	32,089
Other		20,505	14,321	500	20,005
Total cash received		2,376,484	2,299,496	2,107,671	268,813
<i>Cash used</i>					
Employees		1,172,123	1,106,835	1,038,534	133,589
Suppliers		594,088	558,205	542,136	51,952
Section 74 receipts transferred to the Official Public Account (OPA)		433,563	457,046	396,062	37,501
Interest payments on lease liabilities		31,380	23,390	23,174	8,206
Grant payments		6,538	5,248	-	6,538
Total cash used		2,237,692	2,150,724	1,999,906	237,786
Net cash received from operating activities		138,792	148,772	107,765	31,027
Investing activities					
<i>Cash received</i>					
Proceeds from sale of property, plant and equipment		418	222	-	418
Total cash received		418	222	-	418
<i>Cash used</i>					
Purchase of property, plant and equipment		53,319	63,752	-	53,319
Purchase of land and buildings		50,313	39,709	-	50,313
Purchase of intangibles		61,893	59,076	-	61,893
Total cash used		165,525	162,537	147,501	18,024
Net cash used by investing activities		(165,107)	(162,315)	(147,501)	(17,606)
Financing activities					
<i>Cash received</i>					
Contributed equity		63,680	22,033	-	63,680
Departmental capital budget funding		84,377	103,107	-	84,377
Total cash received		148,057	125,140	159,085	(11,028)
<i>Cash used</i>					
Principal payments of lease liabilities		111,265	114,246	104,544	6,721
Total cash used		111,265	114,246	119,349	6,721
Net cash received from financing activities		36,792	10,894	39,736	(17,749)
Net increase in cash held		10,477	(2,649)	-	10,477
Cash and cash equivalents at the beginning of the period		24,346	26,995	26,995	(2,649)
Cash and cash equivalents at the end of the period	2.1A	34,823	24,346	26,995	7,828

The above statement should be read in conjunction with the accompanying notes.

¹ The original budget is from the PBS 2023-24 (unaudited).² The variance between the actual and original budgeted amount for 2023-24 cash and cash equivalents is not material, with the increase in net cash received from operating activities offsetting the increased purchase of assets.

Administered primary schedules

Administered schedule of comprehensive income

for the year ended 30 June 2024	Actual 2024 \$'000	Actual 2023 \$'000	Original budget ¹ \$'000	Variance \$'000
NET COST OF SERVICES				
Expenses				
Consultants and contractors	178	10	-	-
General and office	1,913	1,652	-	-
Grants	1,135	-	-	-
Operational expenses	1,011	323	-	-
Police equipment for other jurisdictions ²	18,428	1,730	-	-
Training	416	356	-	-
Travel	2,433	941	-	-
Total expenses	25,514	5,012	30,199	(4,685)
Income				
Non-taxation revenue				
Court fees, fines and penalties	185	1,645	-	-
Exhibits and seizures	231	415	-	-
Other income	-	21	-	-
Total non-taxation revenue	416	2,081	-	416
Net cost of services	25,098	2,931	30,199	(5,101)
Total comprehensive surplus/(deficit)	(25,098)	(2,931)	(30,199)	5,101

The above schedule should be read in conjunction with the accompanying notes.

¹ The original budget is from the PBS 2023-24 (unaudited).

² Police equipment for other jurisdictions is for items gifted to international police jurisdictions which are not cost recovered.

Administered primary schedules

Administered schedule of assets and liabilities

as at 30 June 2024

	Actual	Actual	Original	Variance
	2024	2023	budget ¹	
	\$'000	\$'000	\$'000	\$'000
Assets				
Financial assets				
Cash and cash equivalents	-	-	-	-
Receivable - GST from Australian Taxation Office	104	9	-	104
Receivable - Other	-	-	24	(24)
Total financial assets	104	9	24	80
Non-financial assets				
Total non-financial assets	-	-	-	-
Total assets administered on behalf of government	104	9	24	80
Liabilities				
Payables				
Suppliers ²	225	294	870	(645)
Total liabilities administered on behalf of government	225	294	870	(645)
Net liabilities	(121)	(285)	(846)	725

The above schedule should be read in conjunction with the accompanying notes. All assets and liabilities are related to Outcome 1.

¹ The original budget is from the PBS 2023-24 (unaudited).

² Settlement is usually made within 7 days.

Administered reconciliation schedule

	Actual	Actual
	2024	2023
	\$'000	\$'000
for the year ended 30 June 2024		
Opening net liabilities as at 1 July	(285)	(846)
Net cost of services		
Income	416	2,081
Expenses	(25,514)	(5,012)
Total net cost of services	(25,098)	(2,931)
Transfers (to)/from Australian Government		
Appropriation transfers through the OPA		
Annual appropriations	25,595	5,610
Transfers to OPA	(333)	(2,118)
Total transfers from Australian Government	25,262	3,492
Closing net liabilities as at 30 June	(121)	(285)

The above schedule should be read in conjunction with the accompanying notes.

Administered primary schedules

Administered cash flow statement

for the year ended 30 June 2024

	Actual 2024 \$'000	Actual 2023 \$'000	Original budget ¹ \$'000	Variance \$'000
Operating activities				
<i>Cash received</i>				
Court fees, fines and penalties	185	1,645	-	185
Exhibits and seizures	231	415	-	231
Other – income	-	21	-	-
Net GST received	244	115	-	244
Total cash received	660	2,196	7	653
<i>Cash used</i>				
Suppliers	25,583	5,588	30,199	(4,616)
GST paid	339	100	7	332
Total cash used	25,922	5,688	30,206	(4,284)
Net cash used by operating activities	(25,262)	(3,492)	(30,199)	4,937
Net (decrease) in cash held by the Commonwealth	(25,262)	(3,492)	(30,199)	4,937
Cash at the beginning of the reporting period	-	-	-	-
<i>Cash from the OPA</i>				
Appropriations	25,595	5,610	30,199	(4,604)
<i>Cash to the OPA</i>				
Appropriations	(428)	(2,103)	-	(428)
GST	95	(15)	-	95
Cash at the end of the reporting period	-	-	-	-

The above schedule should be read in conjunction with accompanying notes.

¹ The original budget is from the PBS 2023-24 (unaudited).

Overview

The AFP is an Australian Government controlled not-for-profit entity. As Australia's national policing agency, the AFP is a key member of the Australian law enforcement and national security community, leading policing efforts to keep Australians and Australian interests safe, both at home and overseas. This is delivered through the following outcomes:

Outcome 1: Reduce criminal and national security threats to Australia's collective economic and societal interests through cooperative national and international policing services, primarily focused on prevention, detection, disruption, investigation and prosecution of criminal activity.

Outcome 2: A safe and secure environment through policing activities on behalf of the Australian Capital Territory Government.

Outcome 3: Safeguarding Australians and Australian interests through the delivery of policing services primarily focused on protective services, aviation policing and international missions.

The continued existence of the AFP in its present form and with its present programs is dependent on government policy and on continuing funding by Parliament for the entity's administration and programs.

The AFP's activities contributing toward these outcomes are classified as either departmental or administered. Departmental activities involve the use of assets, liabilities, income and expenses controlled or incurred by the entity in its own right.

Administered activities involve the management or oversight by the entity, on behalf of the government, of items controlled or incurred by the government. The AFP conducts administered activities on behalf of the government supporting the objectives of Outcome 1, predominantly international development assistance.

Basis of preparation

The financial statements are required by section 42 of the *Public Governance, Performance and Accountability Act 2013*.

The financial statements have been prepared in accordance with the:

- a) *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015 (FRR)*
- b) Australian Accounting Standards and Interpretations – including simplified disclosures for Tier 2 Entities under AASB 1060 issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period.

The financial statements have been prepared on an accrual basis and in accordance with the historical cost convention, except for certain assets and liabilities at fair value. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position.

The financial statements are presented in Australian dollars and values are rounded to the nearest thousand dollars unless otherwise specified.

New Australian Accounting Standards

Adoption of new Australian Accounting Standards requirements

New, revised and amending standards or interpretations that were issued prior to the sign off date and are applicable to future reporting periods are not expected to have a future material impact on the AFP's financial statements.

Overview (cont.)

Significant accounting judgements and estimates

In applying the AFP's accounting policies, management has made a number of accounting judgements and applied estimates and assumptions to future events. Judgements and estimates that are significant to the financial statements are found within:

- Note 2.1 - Financial assets
- Note 2.2 - Non-financial assets
- Note 2.4 - Interest bearing liabilities
- Note 2.5 - Other provisions
- Note 3.1 - Employee provisions

Taxation

The AFP is exempt from all forms of taxation except fringe benefits tax (FBT) and the goods and services tax (GST).

Reporting of administered activities

Administered revenues, expenses, assets, liabilities and cash flows are disclosed in the administered schedules and related notes.

Except where otherwise stated below, administered items are accounted for on the same basis and using the same policies as for departmental items, including the application of Australian Accounting Standards. Administered items are presented on shaded blue background.

Administered cash transfers to and from the OPA

Revenue collected by the AFP for use by the government rather than the AFP is administered revenue. Collections are transferred to the OPA maintained by the Department of Finance. Conversely, cash is drawn from the OPA to make payments under parliamentary appropriation on behalf of the government. These transfers to and from the OPA are adjustments to the administered cash held by the AFP on behalf of the government and reported as such in the administered cash flow statement and in the administered reconciliation schedule.

Events after the reporting period

Departmental

No significant events have occurred since the reporting date requiring disclosure in the financial statements.

Administered

No significant events have occurred since the reporting date requiring disclosure in the financial statements.

Notes to and forming part of the financial statements

Note 1.1: Expenses**Note 1.1A: Employee benefits expense**

	2024 \$'000	2023 \$'000
Wages and salaries	806,686	762,069
Superannuation		
Defined contribution plans	98,650	89,315
Defined benefit plans	56,205	55,754
Leave and other entitlements	169,831	150,476
Separation and redundancies	567	347
Other employee expenses	15,020	13,244
Total employee benefits expense	1,146,959	1,071,205

Note 1.1A: Accounting policy

AFP's employees are members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS), the PSS accumulation plan (PSSap) or a nominated superannuation fund. The CSS and PSS are defined benefit plans for the Australian Government. All other superannuation funds are accumulation plans (defined contribution plans).

The liability for defined benefits is recognised in the financial statements of the Australian Government and is settled by the Australian Government in due course. This liability is reported in the Department of Finance's administered schedules and notes. The AFP makes employer contributions to the employees' superannuation scheme at rates determined by an actuary to be sufficient to meet the current cost to the government. The AFP accounts for the contributions as if they were contributions to defined contribution plans. To be read in conjunction with Note 3.1 Employee provisions.

Note 1.1B: Supplier expenses

	2024 \$'000	2023 \$'000
Supplier expenses – goods and services		
Operational ¹	75,789	74,343
Consultant and contractor services	44,580	54,159
Staff and recruitment	49,361	49,594
Communications and IT	110,049	87,597
Building and accommodation	62,704	53,945
Travel	51,964	56,062
General and office	43,526	45,782
Training	14,187	14,949
Vehicle expenses	9,972	10,023
Postage and freight	2,841	2,850
Total supplier expenses – goods and services	464,973	449,304
Supplier expenses – other		
Short-term and low-value leases	8,470	8,662
Workers compensation expenses	58,717	48,539
Other supplier expenses	15	29
Total supplier expenses - other	67,202	57,230
Total supplier expenses	532,175	506,534

¹ The value of audit services for the audit of the AFP financial statements amounted to \$0.265m (2023: \$0.265m). Other audit service fees, for the review of special purpose financial statements, amounted to \$0.029m (2023: \$0.026m).

Notes to and forming part of the financial statements

Note 1.1: Expenses (cont.)

Note 1.1B: Accounting policy

Short-term leases and leases of low-value assets

The AFP has elected not to recognise right-of-use assets and lease liabilities for short-term leases of assets that have a lease term of 12 months or less and leases of low-value assets (less than \$10,000). The AFP recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

Note 1.1C: Finance costs

	2024	2023
	\$'000	\$'000
Interest on lease liabilities	31,379	23,390
Unwinding of discount	1,337	204
Total finance costs	32,716	23,594

Finance costs are recognised as incurred.

Note 1.1D: Write-down and impairment of assets

	2024	2023
	\$'000	\$'000
Impairment on trade and other receivables	249	399
Impairment of buildings	-	10
Impairment of property, plant and equipment	322	364
Impairment of intangibles	-	444
Total write-down and impairment of assets	571	1,217

Note 1.2: Own-source revenue and gains**Note 1.2A: Revenue**

	2024 \$'000	2023 \$'000
Revenue from contracts with customers		
Sale of goods	72	29
Rendering of services:		
Police services	315,745	294,408
Criminal record checks	42,133	38,742
Other services	47,303	51,086
Total revenue from contracts with customers	<u>405,253</u>	<u>384,265</u>
Other revenue	3,675	4,236
Total revenue	<u>408,928</u>	<u>388,501</u>

Note 1.2A: Accounting policy

The AFP primarily generates revenue from providing policing services to the ACT Government and other Commonwealth agencies. The AFP also generates revenue from performing criminal record checks, and training related to police services.

Revenue from contracts with customers is recognised when the performance obligation has been met, either:

- at a point in time where the ownership or control of the goods or services is passed to the customer at a specific time (police services); or
- over time where the services are provided and consumed simultaneously (all other services).

The stage of completion of contracts at the reporting date is determined by reference to the proportion that costs incurred to date bear to the estimated total costs of the transaction which is only relevant to contracts with revenue recognised over time.

Gains accounting policy*Resources Received Free of Charge*

Resources received free of charge are recognised as gains when, and only when, a fair value can be reliably determined and the services would have been purchased if they had not been donated. Use of those resources is recognised as an expense.

Resources received free of charge includes Australian National Audit Office audit fees of \$0.265m (2023: \$0.265m) for AFP's financial statements and \$7.426m (2023: \$6.013m) for ACT Policing's facilities and legal services received free of charge from the ACT Government.

Sale of Assets

Contributions of assets at no cost of acquisition, or for nominal consideration, are recognised as gains at their fair value when the asset qualifies for recognition, unless received from another government entity as a consequence of a restructuring of administrative arrangements.

Gains from disposal of assets are recognised when control of the asset has passed to the buyer.

Notes to and forming part of the financial statements

Note 2.1: Financial assets

Note 2.1A: Cash and cash equivalents

	2024	2023
	\$'000	\$'000
Cash in special accounts	10,703	6,669
Cash on hand	47	48
Cash at bank	15,423	8,629
Cash - held by the OPA	8,650	9,000
Total cash and cash equivalents	34,823	24,346

Cash is recognised at its nominal amount. Cash and cash equivalents includes:

- a) cash on hand;
- b) demand deposits in bank accounts with an original maturity of 3 months or less that are readily convertible to known amounts of cash and subject to insignificant risk of changes in value; and
- c) cash in special accounts.

The closing balance of Cash in special accounts does not include amounts held in trust: \$59.179m in 2024 and \$59.783m in 2023. See Note 4.3 Special accounts for more information.

Note 2.1B: Trade and other receivables

	2024	2023
	\$'000	\$'000
Goods and services receivable	5,449	18,257
Accrued revenue	9,913	11,154
Total goods and services receivables	15,362	29,411
Appropriation receivable		
- for ordinary services	79,838	10,483
- for equity projects	57,838	45,717
Total appropriations receivables	137,676	56,200
Other receivables		
GST receivable from the Australian Taxation Office	6,558	4,841
Comcare	1,605	3,332
Other	406	1,525
Total other receivables	8,569	9,698
Total trade and other receivables (gross)	161,607	95,309
Less: expected credit loss allowance	(1,022)	(1,033)
Total trade and other receivables (net)	160,585	94,276

Note 2.1B: Accounting policy

All trade receivables are expected to be recovered in less than 12 months. Credit terms for goods and services are 30 days (2023: 30 days). Receivables are held for the purpose of collecting contractual cash flows and measured at amortised cost using the effective interest method adjusted for any loss allowance.

Goods and services receivables are assessed for impairment at the end of each reporting period based on Expected Credit Losses, using the general approach which measures the loss allowance based on an amount equal to lifetime expected credit losses.

Note 2.2: Non-financial assets

Note 2.2A: Reconciliation of the opening and closing balances of property, plant and equipment and intangibles

	Land \$'000	Buildings \$'000	Leasehold improve- ments \$'000	Total land and buildings \$'000	Other property, plant and equipment \$'000	Intangible assets - computer software \$'000	Total non- financial assets \$'000
As at 1 July 2023							
Gross book value	4,250	1,758,542	315,392	2,078,184	319,189	318,982	2,716,355
Accumulated depreciation and amortisation	-	(354,607)	(8,668)	(363,275)	(67,105)	(177,279)	(607,659)
Total as at 1 July 2023	4,250	1,403,935	306,724	1,714,909	252,084	141,703	2,108,696
Additions							
Purchased or internally developed	-	8,696	38,890	47,586	56,793	59,586	163,965
Right-of-use assets	-	46,037	-	46,037	18,058	-	64,095
Assets not previously recognised	-	-	40	40	315	-	355
Revaluations recognised in other comprehensive income	-	-	-	-	-	-	-
Impairment recognised in net cost of services	-	-	-	-	(322)	-	(322)
Depreciation/amortisation	-	(7,961)	(45,201)	(53,162)	(61,553)	(34,970)	(149,685)
Depreciation on right-of-use assets	-	(113,796)	-	(113,796)	(13,793)	-	(127,589)
Other movements of right-of-use assets ¹	-	23,109	-	23,109	(2,610)	-	20,499
Reclassifications	-	(9,275)	12,069	2,794	(2,794)	-	-
Disposals:							
Other	-	-	-	-	(58)	-	(58)
Total as at 30 June 2024	4,250	1,350,745	312,522	1,667,517	246,120	166,319	2,079,956
Total as at 30 June 2024 represented by							
Gross book value	4,250	1,804,561	363,891	2,172,702	363,421	373,809	2,909,932
Accumulated depreciation and amortisation	-	(453,816)	(51,369)	(505,185)	(117,301)	(207,490)	(829,976)
Total as at 30 June 2024	4,250	1,350,745	312,522	1,667,517	246,120	166,319	2,079,956
Carrying amount of right-of-use assets	-	1,200,422	-	1,200,422	28,259	-	1,228,681

¹Other movements of right-of-use assets arise from lease modifications entered into during the financial year.

Capital commitments

As at 30 June 2024, the future minimum payments under non-cancellable contracts for the acquisition of property, plant and equipment and intangible assets amounted to \$61.041m (2023: \$78.515m).

Notes to and forming part of the financial statements

Note 2.2: Non-financial assets (cont.)

Note 2.2B: Accounting policy

Assets are recorded at cost on acquisition except as stated below. The cost of acquisition includes the fair value of assets transferred in exchange and liabilities undertaken. Financial assets are initially measured at their fair value plus transaction costs where appropriate. Assets acquired at no cost, or for nominal consideration, are initially recognised as assets and income at their fair value at the date of acquisition.

Asset recognition thresholds

Purchases of property, plant and equipment and intangibles are recognised initially at cost in the statement of financial position, except for purchases costing less than the following:

Asset class	Threshold
Land and buildings	\$5,000
Property, plant and equipment	\$5,000
Intangibles - purchased	\$10,000
Intangibles - internally developed	\$25,000

All asset purchases below these thresholds are expensed in the year of acquisition. Where assets cost less than the threshold and form part of a group of similar items which are significant in total, they are recognised as assets.

The initial cost of an asset includes an estimate of the cost of dismantling and removing the item and restoring the site on which it is located. This is particularly relevant to make good provisions in property leases taken up by the AFP where there exists an obligation to restore the property to its original condition. These costs are included in the value of the AFP's leasehold improvements with a corresponding provision for the make good recognised.

Assets under construction (AUC)

AUC are included in all asset classes in Note 2.2A except for land. AUC are initially recorded at acquisition cost. They include expenditure to date on various capital projects carried as AUC. AUC projects are reviewed annually for indicators of impairment and prior to rollout into service, the accumulated AUC balance is reviewed to ensure accurate capitalisation of built and purchased assets.

Leased right-of-use (ROU) assets

Leased ROU assets are capitalised at the commencement date of the lease and comprise of the initial lease liability amount, initial direct costs incurred when entering into the lease less any lease incentives received. These assets are accounted for as separate asset classes to corresponding assets owned outright, but included in the same column as the corresponding underlying assets would be presented if they were owned. Following initial application, an impairment review is undertaken for any right-of-use lease assets that show indicators of impairment and an impairment loss is recognised against any right-of-use lease asset that is impaired. Leased ROU assets continue to be measured at cost after initial recognition.

Note 2.2: Non-financial assets (cont.)**Note 2.2B: Accounting policy (cont.)****Key judgement***Reasonable certainty of option exercise in relation to ROU assets*

The AFP enters into property lease arrangements for domestic and international offices and residential premises. A significant number of these leases have options for the AFP to extend its ROU beyond the initial term. These option periods have been included in the measurement of the ROU asset and lease liability when management make the judgement that the option is reasonably certain to be exercised based on historical experience and the importance of the underlying asset to AFP's operations, the availability of alternative assets, security considerations and other relevant requirements for each particular location.

Revaluations

Following initial recognition at cost, property, plant and equipment (excluding ROU assets) are carried at fair value less subsequent accumulated depreciation and accumulated impairment losses. Valuations are conducted with sufficient frequency to ensure that the carrying amounts of assets do not differ materially from the assets' fair values as at the reporting date. The AFP has adopted a 3 year revaluation cycle with a fair value assessment completed by a valuer (desktop review) at least once every 12 months to ensure there are no material differences.

A full valuation was conducted by registered and independent valuers at 30 June 2023 by JLL Public Sector Valuations Pty Ltd. Revaluations were conducted on all tangible assets, including those under construction.

Revaluation adjustments are made on a class basis. Any revaluation increment is credited to equity under the heading of asset revaluation surplus except to the extent that it reverses a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluation decrements for a class of assets are recognised directly in the surplus/deficit except to the extent that they reverse a previous revaluation increment for that class.

Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset and the asset restated to the revalued amount.

Key judgement

The valuation basis for each class of assets is as follows:

- land – fair value based on market value of similar properties
- buildings and leasehold improvements – depreciated replacement cost due where there is no active market for custom-built assets
- other property, plant and equipment – measured at market selling price for assets unless a market does not exist. In these circumstances depreciated replacement cost is applied.

Where possible, a market approach was used through examination of similar assets. Revaluations were conducted on the following basis:

Asset class	Valuation technique
Land	Market valuation
Buildings	Depreciation replacement cost and market valuation
Leasehold improvements	Depreciation replacement cost
Property, plant & equipment	Depreciation replacement cost and market valuation

Notes to and forming part of the financial statements

Note 2.2: Non-financial assets (cont.)

Note 2.2B: Accounting policy (cont.)

Impairment and derecognition

All assets were assessed for impairment at 30 June 2024. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment made if the asset's recoverable amount is less than its carrying amount. Where assets were no longer used by the AFP, these have been written down during the financial year.

The recoverable amount of an asset is the higher of its fair value less costs to sell and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the AFP were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its use.

The AFP's intangibles comprise of internally developed and externally acquired software for internal use. These assets are carried at cost less accumulated amortisation and accumulated impairment losses.

Depreciation and amortisation expense

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful lives to the AFP using the straight-line method of depreciation. Depreciation and amortisation rates have been applied to each class of asset based on the following useful lives:

Asset class	Useful lives
Buildings on freehold land	10 to 40 years
Buildings on leasehold land	4 to 60 years
Leasehold improvements	15 years or lease term
Other property, plant and equipment	1 to 30 years
Software assets	2 to 20 years

Useful lives, residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future, reporting periods, as appropriate.

Software is amortised on a straight-line basis over its estimated useful life.

The depreciation rates for ROU assets are based on the commencement date to the earlier of the end of the useful life of the ROU asset or the end of the lease term.

Inventories

Inventory held by the AFP includes uniforms and other goods held for distribution.

During 2024, \$6.583m of inventory was recognised as an expense (2023: \$3.583m).

During 2024, no write off and impairment losses of inventories were recognised in profit or loss (2023: nil).

Inventories held for distribution are valued at cost, adjusted for any loss of service potential.

Inventories acquired at no cost or nominal consideration are initially measured at current replacement cost at the date of acquisition. Items of inventory are annually evaluated. Items identified as damaged or obsolete are assumed to have no service potential and are recorded as a reduction to inventory and written off.

Notes to and forming part of the financial statements

Note 2.3: Payables**Note 2.3A: Other payables**

	2024	2023
	\$'000	\$'000
Wages and salaries	32,193	29,843
Superannuation	4,211	6,255
Unearned income	19,098	18,566
Other payables	6,257	32
Total other payables	61,759	54,696

Note 2.3: Accounting policy

Recognition and measurement of supplier and other payables: payables are carried at the amount owing to parties for goods and services provided, which is usually the invoice amount. Settlement is usually made within 7 days (2023: 7 days).

Note 2.4: Interest bearing liabilities

	2024	2023
	\$'000	\$'000
Leases		
Lease liabilities: buildings	1,306,551	1,336,851
Lease liabilities: property, plant and equipment	28,488	26,129
Total interest bearing liabilities	1,335,039	1,362,980

Total cash outflow for leases for the year ended 30 June 2024 was \$142.645m, comprising \$111.265m in principal repayments and \$31.380m in interest payments (2023: \$137.636m, comprising \$114.246m in principal repayments and \$23.39m in interest payments). Lease disclosures should be read in conjunction with accompanying Note 2.2 Non-financial assets.

Maturity analysis - contractual undiscounted cash flows

Within 1 year	141,594	133,860
Between 1 to 5 years	433,002	426,072
More than 5 years	1,214,636	1,273,082
Total leases	1,789,232	1,833,014

The AFP in its capacity as lessee, leases office space, vehicles and other equipment. Variable lease payments, including market or index-related increases, are recognised in the measurement of lease liabilities when the change in future payments is known. Extension options that are assessed as reasonably certain are included in the measurement of lease liabilities.

Notes to and forming part of the financial statements

Note 2.4: Interest bearing liabilities (cont.)

Note 2.4: Accounting policy

For all new contracts entered into, the AFP considers whether the contract is, or contains, a lease. A lease is defined as 'a contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration'.

Once it has been determined that a contract is, or contains a lease, the lease liability is initially measured at the present value of the lease payments unpaid at the commencement date, discounted using the interest rate implicit in the lease, if that rate is readily determinable, or the department's incremental borrowing rate.

Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification to the lease. When the lease liability is remeasured, the corresponding adjustment is reflected in the right-of-use asset or profit and loss depending on the nature of the reassessment or modification.

Note 2.5: Other provisions

	Provision for restoration obligations \$'000	Other provisions	Total other provisions
As at 1 July 2023	33,607	-	33,607
Additional provisions made	-	1,700	1,700
Amounts used	-	-	-
Provisions not realised	(127)	-	(127)
Unwinding of discount or change in discount rate	1,337	-	1,337
Total as at 30 June 2024	34,817	1,700	36,517

Note 2.5A: Accounting policy

Provisions

Provisions are recognised when the AFP has a present obligation (legal or constructive) as a result of a past event, it is probable that an outflow of economic resources will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation. If the effect of the time value of money is material, provisions are discounted using a rate that reflects the risks specific to the liability. When discounting is used, the increase in the provision due to the unwinding of the discount or change in the discount rates is recognised in the statement of comprehensive income.

Provision for restoration obligations

The provision for restoration obligations relates to leased accommodation where the AFP is required to restore the premises upon termination of the lease. The original estimates for future costs associated with restoration obligations are determined by independent valuation and discounted to their present value. The original provisions are adjusted for changes in expected future cost and the discount rate.

The AFP has 47 (2023: 48) agreements for leases of premises which have provisions requiring the AFP to restore the premises to their original condition at the conclusion of the lease. The AFP has made a provision to reflect the present value of this obligation.

Note 3.1: Employee provisions

	2024	2023
	\$'000	\$'000
Leave	322,836	323,328
Underpayment of superannuation	12,404	24,675
Other	46	50
Total employee provisions	335,286	348,053

Note 3.1: Accounting policy*Recognition and measurement of employee benefits*

Employee benefits are expensed as the related service is provided. A liability is recognised for the amount expected to be paid if there is a present legal obligation to pay this amount as a result of past service provided by the employee and the obligation can be estimated reliably.

Leave

The leave liabilities are annual and long service leave. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation. The liabilities are calculated on the basis of employees' remuneration at the estimated salary rates that will be applied at the time the leave is taken, including the AFP's employer superannuation contribution rates to the extent that the leave is likely to be taken during service rather than paid out on termination.

An actuarial review is performed every 3 years. A formal actuarial review was conducted as at 30 June 2022.

Employee provisions

Employee provisions due within 12 months of the end of the reporting period are measured at their nominal amounts. The nominal amount is calculated with regard to the rates expected to be paid on settlement of the liability.

Employee provisions which are expected to be settled wholly beyond 12 months are long-term (commonly long service leave), are discounted to present value using market yields on the 10-year government bond rate.

Superannuation

The AFP's employees are members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS), the PSS accumulation plan (PSSap) or a nominated superannuation fund. The CSS and PSS are defined benefit plans for the Australian Government. All other superannuation funds are accumulation plans.

The liability for defined benefits is recognised in the financial statements of the Australian Government and is settled by the Australian Government in due course. This liability is reported in the Department of Finance's administered schedules and notes. The AFP makes employer contributions to the employees' superannuation scheme at rates determined by an actuary to be sufficient to meet the current cost to the government. The AFP accounts for the contributions as if they were contributions to defined contribution plans.

Underpayment of superannuation relates to unpaid employee entitlements for superannuation. An estimate of the associated cost was recognised in the opening balances for 2018–19 to the extent applicable to earlier years. Following clarification on inclusion of entitlements to superannuation, the provision is based on management's assessment of the range of potential outcomes taking into account independent advice. The estimate, as at 30 June 2024, reflects the updated assessment of the eligibility criteria when unpaid entitlements are calculated for each affected employee.

Key estimate

Employee provisions which are expected to be settled beyond 12 months required management judgement and independent actuarial assessment of key assumptions, including, but not limited to:

- future salaries and wages increases;
- future on-cost rates;
- period of service and attrition; and
- discounted to present value using market yields on 10-year government bonds.

Notes to and forming part of the financial statements

Note 3.2: Key management personnel remuneration (KMP)

KMP are those persons having authority and responsibility for planning, directing and controlling the activities of the AFP. The AFP has determined the key management personnel to be the members of the Executive Leadership Committee, including any member who has acted for 30 days or more continuously. KMP remuneration is reported in the table below. Included are those who have acted in any of the above mentioned roles deemed as KMP or who have departed prior to the reporting date.

	2024	2023²
	\$'000	\$'000
Short-term employee benefits	2,497	2,321
Post-employment benefits	411	377
Other long-term employee benefits	52	53
Total key management personnel remuneration expenses¹	2,960	2,751

The total number of key management personnel included in the above table is 9 with 3 acting in management positions included in 2024 (2023: 8 with 2 acting in management positions). The number of key management personnel roles at 30 June 2024 was 6 (2023: 6 roles).

¹ Employee benefits include vehicle costs, representation costs and financial advice allowance.

² The 2023 comparative has been updated as the previously reported figure for 2023 excluded the productivity element of superannuation (\$0.037m).

The above key management personnel remuneration excludes the remuneration and other benefits of the Portfolio Minister. The Portfolio Minister's remuneration and other benefits are set by the Remuneration Tribunal and are not paid by the entity.

Note 3.3: Related party disclosures

The AFP is an Australian Government controlled entity. Related parties to this entity are KMP including the Portfolio Minister and Executive, and other Australian Government entities.

Given the breadth of government activities, related parties may transact with the government sector in the same capacity as ordinary citizens. These transactions have not been separately disclosed in this note.

Giving consideration to the above and to relationships with related entities, and transactions entered into during the reporting period by the AFP, it has been determined that there are no related party transactions to be separately disclosed.

Note 4.1: Appropriations**Note 4.1A: Revenue from government**

	2024	2023
	\$'000	\$'000
Departmental appropriations	1,501,665	1,286,667
Total revenue from government	1,501,665	1,286,667

Note 4.1A: Accounting policy*Revenue from government*

Amounts appropriated for departmental appropriations for the year (adjusted for any formal additions and reductions) are recognised as revenue from government when the AFP gains control of the appropriation, except for certain amounts that relate to activities that are reciprocal in nature, in which case revenue is recognised only when it has been earned.

Appropriations receivable are recognised at their nominal amounts.

Note 4.1B: Annual and unspent appropriations

	2024	2023
	\$'000	\$'000
Annual Appropriations		
Opening unspent appropriation balance	62,614	142,380
Annual appropriation - operating ¹	1,501,976	1,284,500
Annual appropriation - capital budget ²	75,400	82,132
Annual appropriation - equity injection	84,717	61,575
PGPA Act section 74 receipts	433,563	457,046
Total appropriation available	2,158,270	2,027,633
Appropriation applied (current and prior years)	2,007,136	1,958,239
Appropriation lapsed	1,715	6,780
Closing unspent appropriation balance	149,419	62,614
Balance comprises appropriations as follows:		
Appropriation Act (No. 1) 2020–21	-	1,715
Supply Act (No. 2) 2022–23 - Equity Injection	-	6,714
Supply Act (No. 3) 2022–23	-	7,500
Supply Act (No. 3) 2022–23 - Capital Budget (DCB)-Non Operating	-	6,175
Supply Act (No. 4) 2022–23 - Equity Injection	6,140	9,400
Appropriation Act (No. 2) 2022–23 - Equity Injection	-	22,435
Appropriation Act (No. 1) – Capital Budget (DCB) – Non Operating – 2023-24	5,522	-
Appropriation Act (No. 2) 2023–24 Equity Injection	29,285	-
Appropriation Act (No. 3) 2023–24	64,966	-
Appropriation Act (No. 4) 2023-24 – Equity Injection	15,838	-
Appropriation Act (No. 5) - 2023-24	12,200	-
Appropriation – Cash on hand/at bank	15,468	8,675
Total unspent appropriation	149,419	62,614

All amounts are GST exclusive.

¹ The following amounts are included in unspent appropriations as the amounts have not been formally reduced (by law). They have been reduced by permanent quarantine under s51 of the PGPA Act which constitutes a permanent loss of control. They are included in this note, but do not form part of the appropriation receivable balance at Note 2.1B:

- \$9.865m – Appropriation Act (No. 2) 2023–24 (lapsing 1 July 2027)

² DCB is appropriated through Appropriation Acts (No.1,3,5). They form part of ordinary annual services, and are not separately identified in the Appropriation Acts.

During the year, AFP received an appropriation to replenish cash reserves which had been depleted in the rectification of unpaid superannuation in prior years, which was largely not drawn.

Notes to and forming part of the financial statements

Note 4.1: Appropriations (cont.)

As at 30 June 2024, the AFP recognised a receivable at Note 2.1B of \$2.062m to be received in 2024-25 for no-win no-loss supplementation for additional FBT expense related to living away from home allowance, \$4.735m for expenses reimbursed from the contingency reserve for ASEAN, offset by \$4.124m to be returned under a no-win no-loss funding arrangement. In 2022-23 a receivable of \$1.031m was recognised for FBT and \$1.953m reimbursed from the contingency reserve for the Quad Leaders' Summit. The net impact of these movements is a decrease in revenue from government of \$0.311m recognised in 2023-24 compared to the Appropriation Acts (No. 1,3,5).

An additional receivable for Departmental Capital Budget was recognised at Note 2.1B for expenses reimbursed from the contingency reserve for ASEAN of \$1.054m (2022-23: \$0.993m, in relation to capital expenses for the Quad Leaders' Summit), which results in a net \$0.061m more recognised as contributed equity compared to Appropriation Acts (No. 2,4).

Note 4.1C: Annual and unspent administered appropriations

	2024 \$'000	2023 \$'000
Opening unspent appropriation balance	1,325	2,190
Annual appropriation - operating ¹	30,149	4,950
Total available appropriation	31,474	7,140
Appropriation applied (current and prior years)	25,582	5,589
Appropriation lapsed	1,101	226
Closing unspent appropriation balance	4,791	1,325
Balance comprises appropriations as follows:		
Appropriation Act (No. 1) 2020-21	-	1,013
Appropriation Supply Act (No. 1) 2020-21	-	88
Supply Act (No. 3) 2022-23	-	202
Appropriation Act (No. 1) 2022-23	-	22
Appropriation Act (No. 1) - 2023-24	4,791	-
Total unspent appropriation - ordinary annual services	4,791	1,325

All amounts are GST exclusive.

¹ No amounts are included in unspent annual appropriations, as amounts formally reduced by permanent quarantine under section 51 of the PGPA Act which constitutes a permanent loss of control.

Note 4.2: Net cash appropriation arrangements

From 2010–11, the government introduced net cash appropriation arrangements whereby revenue appropriations for depreciation/amortisation expenses ceased. Entities now receive a separate capital budget provided through equity appropriations. Capital budgets are appropriated in the period when cash payment for capital expenditure is required.

The inclusion of depreciation/amortisation expenses related to ROU leased assets and the lease liability principal repayment amount reflects the cash impact on implementation of *AASB 16 Leases*, it does not directly reflect a change in appropriation arrangements.

	2024	2023
	\$'000	\$'000
Total comprehensive income/(loss) - as per the statement of comprehensive income	(78,545)	(144,203)
Plus: Depreciation/amortisation expenses not funded through appropriation (DCB or equity injection) ¹	145,257	149,331
Plus: Depreciation of right-of-use assets	127,589	127,686
Less: Principal repayments - leased assets	(111,265)	(114,246)
Movement in revaluation reserve	-	(60,513)
Net cash operating surplus/(deficit)	83,036	(41,945)

The net cash operating result for 2023-24 was an \$83m surplus. During the year, in accordance with the Budget Process Operating Rules (BPORs), The Department of Finance approved a movement of funds increasing revenue by \$10m. Due to a delay in processing, this was not included in the 2023-24 result - it will be reflected as revenue in 2024-25 (Appropriation Bill No.3). \$85m relates to a cash injection to fund the unpaid superannuation rectification. \$8m of the net cash surplus relates to AFPs management of operational budgets.

¹ The depreciation/amortisation expense per the statement of comprehensive income is \$277.274m including depreciation on right-of-use assets (2023: \$280.970m). The amount presented above for this item has been reduced by \$4.428m (2023: \$3.953m), representing the depreciation/amortisation expense funded by the ACT Government for Outcome 2.

Notes to and forming part of the financial statements

Note 4.3: Special accounts

The AFP has one special account that contains the receipt of monies temporarily held in trust or otherwise for the benefit of a person other than the Commonwealth, for the payment of monies in connection with services performed on behalf of other governments and non-agency bodies and for expenditure related to providing secretariat support in relation to the detection and prevention of money laundering in the Asia-Pacific region and carrying out activities that are incidental to this purpose.

Services for other entities and trust moneys account¹	2024	2023
	\$'000	\$'000
Balance brought forward from previous year	75,454	70,419
Increases		
Appropriation credited to special account	5,003	5,140
Departmental receipts (AIPM ² and APG ³)	12,763	9,320
Other receipts	44,556	51,068
Total increases	62,322	65,528
Available for payments	137,776	135,947
Decreases		
Departmental payments (AIPM and APG)	(14,082)	(15,707)
Other payments	(45,160)	(44,786)
Total decreases	(59,242)	(60,493)
Balance carried to next year and represented by:	78,534	75,454
Cash – held by the agency	10,705	6,671
Cash – held by the agency on trust	59,179	59,783
Cash held in the OPA	8,650	9,000
Total balance carried to the next year	78,534	75,454

All amounts are GST exclusive.

¹ Appropriation: Public Governance, Performance and Accountability Act 2013, section 78.

Establishing Instrument: *PGPA Act Determination (Australian Federal Police SOETM Special Account 2021)*. Established 1 July 2021.

² Accounting for the Australian Institute of Police Management (AIPM)

The purpose of the AIPM is to provide executive development and education services to Australian and Pacific police forces. The AIPM is hosted by the AFP. It also reports on its performance to a Board of Control that is comprised of police commissioners from Australia and New Zealand.

³ Accounting for the Asia-Pacific Group on Money Laundering (APG)

The purpose of the APG on Money Laundering is to facilitate the adoption, implementation and enforcement of internationally accepted anti-money-laundering and anti terrorist financing standards. The APG is hosted by the AFP. It also reports on its performance to the members of the APG.

The AIPM and APG operate within the corporate governance framework of the AFP and the AFP's policies apply in all aspects of the AIPM's and APG's functions. All staff members are staff members of the AFP. The AIPM is partly funded from the AFP annual departmental appropriations. The AFP has effective control of the AIPM and APG and therefore AIPM and APG transactions are consolidated into the financial statements of the AFP.

AIPM and APG transactions are contained within the special account, 'Services for other entities and trust moneys account', in addition to being consolidated within the AFP financial statements. As a special account, AIPM and APG funds can only be used for the purpose specified.

Note 4.4: Contingent liabilities and contingent assets

Contingent liabilities and assets are not recognised in the statement of financial position but are reported in the notes. They may arise from uncertainty as to the existence of a liability or asset or represent an asset or liability in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain and contingent liabilities are disclosed when settlement is greater than remote.

The AFP had no departmental contingent liabilities or contingent assets at 30 June 2024 (2023: nil).

The AFP had no administered contingent liabilities or contingent assets at 30 June 2024 (2023: nil).

Unquantifiable contingencies

The AFP has unquantifiable contingencies in relation to a potential underpayment of employee costs resulting from interpretations of Enterprise Agreements and other employee arrangements. The quantum is indeterminate as the obligation is not considered probable.

If a matter prosecuted by the AFP is defended successfully, the court may order that the AFP meet certain costs incurred by the defence.

Any contingencies that may arise relating to compensation matters are covered by AFP's insurance providers, Comcare and Comcover.

If a matter is being litigated by the AFP and assets are restrained under the *Proceeds of Crime Act 1987* or the *Proceeds of Crime Act 2002*, the AFP gives an undertaking against potential damages caused to the person(s) whose assets have been restrained. If the proceeds of crime action is unsuccessful, damages may be awarded against the AFP. In addition, cost orders may be made against the AFP if a proceeds of crime action is unsuccessful. Costs awarded are met from the AFP or client organisations' annual appropriations. Damages may be covered by Comcover where Comcover assesses that the liability is covered by the AFP's insurance policy.

Although costs and damages may be awarded against the AFP from time to time, the AFP is unable to declare an estimate of liabilities not recognised nor undertakings due to the uncertainty of the outcome of matters but, more particularly, due to the sensitivity of the information related to matters still before the courts.

Notes to and forming part of the financial statements

Note 4.5: Current/non-current distinction for assets and liabilities

Note 4.5A: Departmental current/non-current distinction for assets and liabilities

	2024	2023
	\$'000	\$'000
Asset expected to be recovered in:		
No more than 12 months		
Cash and cash equivalents	34,823	24,346
Trade and other receivables	160,585	94,276
Inventories	13,491	9,748
Prepayments	38,342	27,125
Total no more than 12 months	247,241	155,495
More than 12 months		
Land and buildings	1,667,517	1,714,909
Property, plant and equipment	246,120	252,084
Intangibles	166,319	141,703
Prepayments	3,438	5,116
Total more than 12 months	2,083,394	2,113,812
Total assets	2,330,635	2,269,307
Liabilities expected to be settled in:		
No more than 12 months:		
Suppliers	74,524	64,094
Other payables	61,759	54,696
Leases	110,541	103,905
Employee provisions	110,063	118,493
Other provisions	3,080	1,013
Total no more than 12 months	359,967	342,201
More than 12 months		
Leases	1,224,498	1,259,075
Employee provisions	225,223	229,560
Other provisions	33,437	32,594
Total more than 12 months	1,483,158	1,521,229
Total liabilities	1,843,125	1,863,430

All administered assets and liabilities are expected to be settled in no more than 12 months.

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Appendices

Appendix A: Professional standards and Australian Federal Police conduct issues

AFP Professional Standards is responsible for the development and maintenance of a robust and transparent framework to safeguard and strengthen the integrity of the AFP. It operates under Part V of the *Australian Federal Police Act 1979* (Cth) (AFP Act) to support the agency and its appointees through the AFP's integrity framework. The integrity framework is based on 5 key principles: prevention, detection, response, investigation and continuous improvement.

Complaints management

Part V of the AFP Act defines the categories of complaints relating to appointees. Complaints are dealt with as breaches of the AFP Code of Conduct and fall into 4 categories:

- Category 1 (minor management issues, customer service and performance issues)
- Category 2 (minor misconduct and inappropriate behaviour)
- Category 3 (serious misconduct)
- Category 4 (corruption).

If conduct would otherwise belong to more than one category, it is taken to belong to the higher or highest of those categories.

All complaints are triaged by the Workplace Issues and Complaints Resolution team (Resolution Team), which also manages Category 1 and 2 complaints. The Resolution Team refers more serious matters, such as Category 3 and/or corruption allegations, to AFP Professional Standards for investigation.

All Category 3 matters are reported to the Commonwealth Ombudsman.

As of 1 July 2023, the AFP started reporting to the National Anti-Corruption Commission (NACC). The AFP is required to refer corruption matters that are categorised as 'serious and systemic', as defined by the NACC. All other corruption matters can be investigated by AFP Professional Standards.

For the 2023–24 financial year, any Category 4 (corruption) issues deemed to be serious and/or systemic as per the *National Anti-Corruption Commission Act 2022* (Cth) were reported to the NACC. The NACC has oversight over these matters and can choose to have them investigated by the:

- NACC
- NACC and the AFP jointly
- AFP, with NACC oversight or management
- AFP, without NACC oversight or management.

All other corruption matters will be investigated by AFP Professional Standards. This report reflects Category 1 to Category 4 complaints that relate to appointees. The data for this report was extracted and accurate as at 1 July 2024. This data is subject to change as complaints are upgraded, downgraded, merged, allocated or reopened.

At the complainant’s discretion, if the complainant withdraws their complaint, the complaint and its breaches are no longer categorised. Due to changes of system processes in 2021–22, withdrawn complaints can be captured and distinguished. In 2023–24, one complaint consisting of one breach was withdrawn by complainants. Withdrawn breaches within finalised non-withdrawn complaints are still categorised.

Following a recommendation from the Commonwealth Law Enforcement Ombudsman in a previous Part V Inspection Report, AFP Professional Standards refined its processes. As a result of this change, there has been an increase in alleged conduct breaches submitted that are finalised with a finding applied of ‘section 40TF discretion not to proceed’. This includes complaints where due diligence inquiries are made on receipt of the complaint, and it is determined there is no basis for the complaint. Due diligence inquiries may include reviewing body-worn camera footage or CCTV; and conducting systems access audits.

In 2023–24, 328 alleged complaints consisting of 588 alleged breaches were submitted. Compared to 2022–23, this is an 18% increase in alleged complaints (previously there were 269 complaints) and a 25% increase in alleged breaches (previously there were 411 breaches).

In 2023–24, 343 complaints consisting of 572 breaches were finalised. Of the 572 breaches, 99 were established (17%). Compared to 2022–23 this is a 3% decrease in total reported breaches found to be ‘established’ (previously, there were 102 established breaches out of 513 finalised breaches: 20%).

Table A1 Categories of AFP conduct issues and case examples

Category 1 Customer service issue (established)

A complaint was received alleging an AFP appointee provided inadequate customer service by failing to issue a receipt for property obtained. The investigation established that the conduct constituted a customer service breach as well as a failure to adhere to the National Guideline on Property and Exhibits. The appointee was counselled by the Officer in Charge at the time of the incident.

Category 2 Breach of Commissioner’s Order 2 on Professional Standards (CO2) (established)

A complaint was received alleging an appointee verbally abused a Commonwealth agency employee during a phone call. The investigation established that the conduct constituted a breach of section 8.4 of the AFP Code of Conduct, which provides an AFP appointee must act with fairness, reasonableness, courtesy and respect and without discrimination and harassment in the course of AFP duties. The appointee was counselled by the Officer in Charge. The appointee was also required to complete an online training course regarding appropriate workplace behaviour and compose a formal apology to the Commonwealth agency employee.

Category 3 Serious breach of AFP Code of Conduct – provided false and misleading information and failure to declare known criminal associations (established)

A complaint was received regarding an AFP appointee failing to declare associations with known criminal entities during an AFP application process and providing false and misleading information contrary to section 11 of the *Statutory Declarations Act 1959* (Cth). Enquiries conducted during the investigation showed the AFP appointee was involved in a drug trafficking network and maintained contact with a number of known criminal entities prior to joining the AFP. The AFP appointee failed to declare any of their prior history during the recruitment and security vetting process while applying to join the AFP. The investigation established the appointee's conduct constituted a serious breach of section 8.11 of the AFP Code of Conduct, which provides an AFP appointee must behave in a way that upholds the AFP core values and the integrity and good reputation of the AFP. The AFP appointee's employment was terminated and they were issued with a Declaration of Serious Misconduct under section 40K of the AFP Act.

Category 4 Corruption – abuse of office (established)
(corruption)

A complaint was received alleging an appointee had dishonestly obtained property (cryptocurrency) without lawful authority or excuse. The AFP appointee intentionally used the seized property for the purposes of obtaining an advantage for themselves including significant financial gain. The investigation established the appointee's conduct constituted corrupt conduct under section 8.8 of the AFP Code of Conduct. Under that section, an AFP appointee must not improperly use information obtained directly or indirectly as a result of AFP duties or employment, and/or duties, status, power or authority as an AFP appointee in order to gain, or seek to gain, a benefit or advantage for the AFP appointee, or for any other person, or for any other improper purpose. The AFP appointee's employment was terminated and they were issued with a Declaration of Serious Misconduct under section 40K of the AFP Act.

Table A2 Alleged conduct breaches¹ recorded by category, 2020–21 to 2023–24

	2020–21	2021–22	2022–23	2023–24
Category 1	48	50	74	127
Category 2	129	100	156	128
Category 3	178	93	136	291
Category 4 (corruption)	81	36	45	42
Total	436	279	411	588

¹ Conduct breaches are individual issues identified within a complaint. Multiple breaches may be applied when 2 or more conduct issues are identified from information supplied by a complainant or when 2 or more members are subject to a complaint.

Table A3 Alleged complaints recorded by source, 2023–24

Source	Number of alleged complaints	Percentage
Member of the public	203	62
Another AFP member	115	35
Self-reported	10	3
Total	328	

Table A4² Finalised conduct breaches by category and finding, 2023–24³

	Established	Not established	Withdrawn	Discretion not to proceed ⁴	Total finalised
Category 1	3	1	0	135	139
Category 2	52	30	1	120	203
Category 3	37	56	0	100	193
Category 4 (corruption)	7	14	0	16	37
Total AFP	99	101	1	371	572
Percentage	17	18	0	65	

Table A5 Prohibited drug tests conducted, 2023–24

Category	
AFP drug testing program	3,408
Mandatory certain incident ⁵ testing	9
Total	3,417

² Includes finalised matters that were submitted prior to 2023–24.

³ Does not include complaints where all breaches were withdrawn.

⁴ Section 40TF of the AFP Act sets out the circumstances under which the AFP Commissioner may decide to take no further action in relation to a conduct issue (discretion not to proceed). These circumstances include when appropriate action has already been taken or further investigation is determined to be not warranted or the alleged issue took place more than 12 months before reporting.

⁵ The term *certain incident* relates to an incident where a person is killed or seriously injured in an incident involving a motor vehicle or while in police custody, or a person is killed or seriously injured by a firearm discharging or physical force.

Appendix B: Staffing statistics and executive remuneration

Table B1 Employment arrangements for SES and non-SES employees, 2023–24

	SES	Non-SES	Total
Enterprise agreement	0	7,732	7,732
Executive level enterprise agreement	0	255	255
Individual SES contracts	94	0	94
Commonwealth Remuneration Tribunal	1	0	1

Table B2 Salary ranges by employment classification,⁶ 2023–24

Classification	Minimum (\$)	Maximum (\$)
SES	221,450	442,900
Executive level	161,105	212,583
Technical specialist level 4	187,845	205,125
Technical specialist level 3	165,549	182,817
Technical specialist level 2	141,023	157,634
Technical specialist level 1	122,072	139,128
Band 8	121,628	132,391
Band 7	113,563	121,628
Band 6	102,927	113,563
Band 5	95,010	102,927
Band 4	80,821	95,010
Band 3	69,244	80,821
Band 2	59,582	69,244
Band 1	53,643	59,582

⁶ The AFP Commissioner is remunerated consistent with the Remuneration Tribunal determination. For further details, see Table B14.

Table B3 Employees by sworn status, band level and gender, as at 30 June 2024

Base salary group														
Sworn status	Casual	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Technical specialist	Executive level	SES	Statutory office holder	Total
Police officer														
Female	0	0	141	220	128	234	30	88	32	0	28	20	2	923
Male	3	0	271	308	488	853	88	343	108	1	92	33	4	2,592
Non-binary	0	0	2	4	1	0	0	0	0	0	0	1	0	8
Subtotal	3	0	414	532	617	1,087	118	431	140	1	120	54	6	3,523
Protective service officer														
Female	0	0	57	33	16	3	4	2	0	0	0	0	0	115
Male	0	0	275	267	62	24	43	6	15	0	4	0	0	696
Non-binary	0	0	5	1	0	0	0	0	0	0	0	0	0	6
Subtotal	0	0	337	301	78	27	47	8	15	0	4	0	0	817
Unsworn staff														
Female	79	0	40	294	499	360	400	380	141	7	77	17	0	2,294
Male	134	0	25	134	262	165	269	217	109	49	54	18	0	1,436
Non-binary	1	0	1	2	3	0	0	1	3	1	0	0	0	12
Subtotal	214	0	66	430	764	525	669	598	253	57	131	35	0	3,742
Total	217	0	817	1,263	1,459	1,639	834	1,037	408	58	255	89	6	8,082

Table B4 Ongoing employees by band level, 2023–24

	Male			Female			Non-binary			Total
	Full time	Part time	Total male	Full time	Part time	Total female	Full time	Part time	Total non-binary	
Statutory office holder	0	0	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0	0	0
Executive level	148	1	149	100	4	104	0	0	0	253
Technical specialist	45	1	46	5	2	7	1	0	1	54
Band 8	222	3	225	142	25	167	3	0	3	395
Band 7	554	9	563	389	78	467	1	0	1	1,031
Band 6	392	5	397	350	79	429	0	0	0	826
Band 5	1,020	16	1,036	505	90	595	0	0	0	1,631
Band 4	792	11	803	537	89	626	3	1	4	1,433
Band 3	700	8	708	511	31	542	6	1	7	1,257
Band 2	567	1	568	225	4	229	7	0	7	804
Band 1	0	0	0	0	0	0	0	0	0	0
Casual	0	0	0	0	0	0	0	0	0	0
Total	4,440	55	4,495	2,764	402	3,166	21	2	23	7,684

Table B5 Non-ongoing employees by band level, 2023–24

	Male			Female			Non-binary			Total
	Full time	Part time	Total male	Full time	Part time	Total female	Full time	Part time	Total non-binary	
Statutory office holder	4	0	4	2	0	2	0	0	0	6
SES	51	0	51	33	4	37	1	0	1	89
Executive level	1	0	1	1	0	1	0	0	0	2
Technical specialist	4	0	4	0	0	0	0	0	0	4
Band 8	7	0	7	6	0	6	0	0	0	13
Band 7	2	1	3	3	0	3	0	0	0	6
Band 6	2	1	3	4	1	5	0	0	0	8
Band 5	5	1	6	1	1	2	0	0	0	8
Band 4	9	0	9	13	4	17	0	0	0	26
Band 3	1	0	1	2	3	5	0	0	0	6
Band 2	3	0	3	8	1	9	1	0	1	13
Band 1	0	0	0	0	0	0	0	0	0	0
Casual	0	137	137	0	79	79	0	1	1	217
Total	89	140	229	73	93	166	1	2	3	398

Table B6 Ongoing employees by band level, 2022–23

	Male			Female			Non-binary			Total
	Full time	Part time	Total male	Full time	Part time	Total female	Full time	Part time	Total non-binary	
Statutory office holder	0	0	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0	0	0
Executive level	142	1	143	89	6	95	0	0	0	238
Technical specialist	30	0	30	4	1	5	1	0	1	36
Band 8	181	4	185	111	26	137	1	0	1	323
Band 7	556	8	564	387	76	463	1	0	1	1,028
Band 6	444	6	450	329	74	403	0	0	0	853
Band 5	956	17	973	480	93	573	0	0	0	1,546
Band 4	864	12	876	519	98	617	2	0	2	1,495
Band 3	665	11	676	479	29	508	3	1	4	1,188
Band 2	522	0	522	224	5	229	8	0	8	759
Band 1	0	0	0	0	0	0	0	0	0	0
Casual	0	0	0	0	0	0	0	0	0	0
Total	4,360	59	4,419	2,622	408	3,030	16	1	17	7,466

Table B7 Non-ongoing employees by band level, 2022–23

	Male			Female			Non-binary			Total
	Full time	Part time	Total male	Full time	Part time	Total female	Full time	Part time	Total non-binary	
Statutory office holder	3	0	3	1	0	1	0	0	0	4
SES	55	1	56	38	1	39	0	0	0	95
Executive level	6	0	6	2	0	2	0	0	0	8
Technical specialist	4	0	4	0	0	0	0	0	0	4
Band 8	8	0	8	6	1	7	0	0	0	15
Band 7	4	1	5	5	0	5	0	0	0	10
Band 6	3	1	4	3	1	4	0	0	0	8
Band 5	6	3	9	6	2	8	0	0	0	17
Band 4	3	0	3	17	6	23	0	0	0	26
Band 3	6	0	6	9	1	10	0	0	0	16
Band 2	2	0	2	3	0	3	0	0	0	5
Band 1	0	0	0	0	0	0	0	0	0	0
Casual	0	98	98	0	64	64	0	0	0	162
Total	100	104	204	90	76	166	0	0	0	370

Table B8 Ongoing employees by location, 2023–24

	Male			Female			Non-binary			Total
	Full time	Part time	Total male	Full time	Part time	Total female	Full time	Part time	Total non-binary	
NSW	720	10	730	306	31	337	4	0	4	1,071
Qld	394	3	397	220	23	243	1	0	1	641
SA	120	2	122	58	11	69	0	0	0	191
Tas	9	0	9	3	1	4	0	0	0	13
Vic	521	5	526	216	49	265	4	0	4	795
WA	247	1	248	95	6	101	0	0	0	349
ACT	2,197	34	2,231	1,778	280	2,058	12	2	14	4,303
NT	67	0	67	16	1	17	0	0	0	84
Commonwealth territories	11	0	11	5	0	5	0	0	0	16
Overseas	154	0	154	67	0	67	0	0	0	221
Total	4,440	55	4,495	2,764	402	3,166	21	2	23	7,684

Table B9 Non-ongoing employees by location, 2023–24

	Male			Female			Non-binary			Total
	Full time	Part time*	Total male	Full time	Part time*	Total female	Full time	Part time*	Total non-binary	
NSW	20	12	32	18	15	33	1	0	1	66
Qld	5	8	13	5	11	16	0	0	0	29
SA	1	2	3	0	5	5	0	0	0	8
Tas	0	0	0	0	1	1	0	0	0	1
Vic	4	3	7	9	5	14	0	0	0	21
WA	5	5	10	4	2	6	0	0	0	16
ACT	44	109	153	36	53	89	1	1	2	244
NT	0	0	0	0	0	0	0	0	0	0
Commonwealth territories	5	1	6	0	1	1	0	0	0	7
Overseas	5	0	5	1	0	1	0	0	0	6
Total	89	140	229	73	93	166	2	1	3	398

* Casual employees are included in these figures

Table B10 Ongoing employees by location, 2022–23

	Male			Female			Non-binary			Total
	Full time	Part time	Total male	Full time	Part time	Total female	Full time	Part time	Total non-binary	
NSW	720	10	730	278	34	312	4	0	4	1,046
Qld	418	4	422	196	32	228	1	0	1	651
SA	113	2	115	55	11	66	0	0	0	181
Tas	5	0	5	3	0	3	0	0	0	8
Vic	498	6	504	203	46	249	3	0	3	756
WA	247	3	250	84	8	92	0	0	0	342
ACT	2,132	34	2,166	1,722	276	1,998	8	1	9	4,173
NT	65	0	65	19	1	20	0	0	0	85
Commonwealth territories	12	0	12	5	0	5	0	0	0	17
Overseas	150	0	150	57	0	57	0	0	0	207
Total	4,360	59	4,419	2,622	408	3,030	16	1	17	7,466

Table B11 Non-ongoing employees by location, 2022–23

	Male			Female			Non-binary			Total
	Full time	Part time*	Total male	Full time	Part time*	Total female	Full time	Part time*	Total non-binary	
NSW	25	1	26	22	13	35	0	0	0	61
Qld	6	4	10	6	4	10	0	0	0	20
SA	2	1	3	0	3	3	0	0	0	6
Tas	0	0	0	0	0	0	0	0	0	0
Vic	5	0	5	12	4	16	0	0	0	21
WA	4	0	4	5	2	7	0	0	0	11
ACT	47	97	144	44	50	94	0	0	0	238
NT	0	0	0	0	0	0	0	0	0	0
Commonwealth territories	4	1	5	1	0	1	0	0	0	6
Overseas	7	0	7	0	0	0	0	0	0	7
Total	100	104	204	90	76	166	0	0	0	370

* Casual employees are included in these figures

Table B12 First Nations employees, as at 30 June 2023 and at 30 June 2024

	2022–23	2023–24
Ongoing	180	192
Non-ongoing*	4	2
Total**	184	194

* Non-ongoing includes casuals

** The number of First Nations employees are captured through a self-reporting mechanism in the AFP's human resources system

Table B13 Employees with disability, as at 30 June 2023 and at 30 June 2024

	2022–23	2023–24
Ongoing	130	132
Non-ongoing*	3	6
Total**	133	138

* Non-ongoing includes casuals

** The number of employees with disability are captured through a self-reporting mechanism in the AFP's human resources system

Table B14 Remuneration for key management personnel, 2023–24

Name	Position title ⁷	Short-term benefits		Post-employment benefits		Other long-term benefits		Total remuneration ¹³
		Base salary ⁸	Bonuses and allowances ⁹	Superannuation contributions ¹⁰	Long service leave ¹¹	Other long-term benefits	Termination benefits ¹²	
		\$	\$	\$	\$	\$	\$	\$
Reece P Kershaw	Commissioner	680,253	–	125	93,624	15,708	–	789,710
Ian McCartney	Deputy Commissioner Crime	376,495	–	1,956	67,900	8,327	–	454,678
Charlotte Tressler ¹⁴	Chief Operating Officer	148,653	–	1,791	34,979	–	–	185,423
Lesa Gale	Deputy Commissioner International & Specialist Capabilities	374,601	–	2,610	61,229	8,327	–	446,767
Neil Gaughan	Chief Police Officer for the ACT	284,407	–	–	51,474	6,566	–	342,447
Grant Nicholls ¹⁵	Deputy Commissioner Crime	258,913	–	3,352	38,284	3,862	–	304,411
Krissy Barrett ¹⁶	Deputy Commissioner National Security	119,529	–	8,733	22,925	3,663	–	154,850
Katherine Van Gorp ¹⁷	Chief Operating Officer	132,096	–	1,161	22,896	2,879	–	159,032
Scott Lee ¹⁸	Chief Police Officer for the ACT	95,109	–	7,548	17,536	2,298	–	122,491
Total		2,470,056	–	27,276	410,847	51,630	–	2,959,809

⁷ The AFP has determined the key management personnel (KMP) to be the Commissioner, Deputy Commissioners, Chief Police Officer, and Chief Operating Officer, and any other members of the AFP Executive Board. Included are individuals who have acted in a KMP role for a continuous period of 30 days or more, or departed prior to reporting date.

⁸ Base salary includes salary paid and accrued, annual leave accrued and higher duties allowances.

⁹ Other benefits and allowances includes non-monetary benefits included in the Fringe Benefits Tax (FBT) Return for the year ended 31 March 2024 such as the provision of motor vehicle benefits. It also includes a health and fitness allowance, and associated FBT.

¹⁰ For individuals in a defined contribution scheme (for example Public Sector Superannuation Accumulation Plan (PSSap) and super choice), superannuation includes superannuation contribution amounts. For individuals in a defined benefit scheme (for example Public Sector Superannuation Scheme (PSS) and Commonwealth Superannuation Scheme (CSS)), superannuation includes the relevant National Employer Contribution Rate and the Employer Productivity Superannuation Contribution.

¹¹ Long service leave comprises the amount of leave accrued during the period.

¹² Termination benefits are payments that may be made in relation to the cessation of a KMP position from the AFP.

¹³ Total remuneration is calculated on an accrual basis in accordance with AASB 119 Employee Benefits with the exception of superannuation and non-monetary benefits. This means that there are differences between remuneration determined by the Remuneration Tribunal and the remuneration disclosed in the table.

¹⁴ Ceased KMP role in June 2024.

¹⁵ Includes remuneration while acting in KMP role (1 July 2023 to 7 March 2024).

¹⁶ Commenced KMP role in March 2024.

¹⁷ Includes remuneration while acting in KMP role (14 February 2024 to 30 June 2024).

¹⁸ Commenced KMP role in March 2024.

Table B15 Remuneration for senior executives, 2023–24

Total remuneration bands	Number of senior executives ¹⁹	Short-term benefits			Post-employment benefits		Other long-term benefits		Termination benefits		Total remuneration
		Average base salary ²⁰	Average bonuses	Average other benefits and allowances ²¹	Average superannuation contributions ²²	Average long service leave ²³	Average other long-term benefits	Average termination benefits ²⁴	Average total remuneration ²⁵		
\$0–\$220,000	55	56,170	-	281	9,479	954	-	-	-	66,885	
\$220,001–\$245,000	3	190,476	-	1,243	33,093	5,169	-	-	-	229,981	
\$245,001–\$270,000	20	211,627	-	3,399	38,987	4,509	-	-	-	258,522	
\$270,001–\$295,000	27	232,765	-	1,593	41,092	5,281	-	-	-	280,731	
\$295,001–\$320,000	17	251,293	-	1,822	44,099	5,603	-	-	-	302,817	
\$320,001–\$345,000	13	276,271	-	2,745	47,124	6,160	-	-	-	332,300	
\$345,001–\$370,000	6	294,223	-	2,163	49,824	6,540	-	-	-	352,749	
\$370,001–\$395,000	5	317,038	-	2,388	53,764	7,230	-	-	-	380,420	

¹⁹ Senior Executives comprises AFP employees declared Band 1, 2 or 3 Senior Executive in accordance with section 25 of the *Australian Federal Police Act 1979* (Cth) who are not substantive KMP. Included are individuals who have acted in a Senior Executive Service (SES) role for a continuous period of 30 days or more. Details of SES employment arrangements can be found in Chapter 3.

²⁰ Base salary includes salary paid and accrued, annual leave accrued and higher duties allowances.

²¹ Other benefits and allowances includes living allowances and non-monetary benefits included in the FBT Return for the year ended 31 March 2024 such as the provision of motor vehicle and accommodation benefits and associated FBT.

²² For individuals in a defined contribution scheme (for example PSSap and super choice), superannuation includes superannuation contribution amounts. For individuals in a defined benefit scheme (for example PSS and CSS), superannuation includes the relevant National Employer Contribution Rate and the Employer Productivity Superannuation Contribution.

²³ Long service leave comprises the amount of leave accrued.

²⁴ Termination benefits are payments that may be made in relation to cessation of a position from the AFP.

²⁵ Total remuneration is calculated on an accrual basis in accordance with AASB 119 *Employee Benefits* with the exception of superannuation and non-monetary benefits.

Table B16 Remuneration for other highly paid staff, 2023–24

Total remuneration bands	Number of other highly paid staff ²⁶	Short-term benefits			Post-employment benefits		Other long-term benefits			Termination benefits		Total remuneration	
		Average base salary ²⁷	Average bonuses	Average other benefits and allowances ²⁸	Average superannuation contributions ²⁹	Average long service leave ³⁰	Average other long-term benefits	Average termination benefits ³¹	Average total remuneration ³²				
\$250,001–\$270,000	58	218,823	–	584	34,886	3,620	–	–	–	–	–	257,914	
\$270,001–\$295,000	26	234,676	–	878	40,061	3,043	–	–	–	–	–	278,659	
\$295,001–\$320,000	6	252,122	–	–	48,981	2,490	–	–	–	–	–	303,594	
\$320,001–\$345,000	3	227,708	–	–	101,759	2,527	–	–	–	–	–	331,995	
\$345,001–\$370,000	2	175,199	–	–	178,621	2,718	–	–	–	–	–	356,537	
\$370,001–\$395,000	–	–	–	–	–	–	–	–	–	–	–	–	
\$395,001–\$420,000	1	177,952	–	–	228,018	2,809	–	–	–	–	–	408,780	
\$420,001–\$445,000	–	–	–	–	–	–	–	–	–	–	–	–	
\$445,001–\$470,000	–	–	–	–	–	–	–	–	–	–	–	–	
\$470,001–\$495,000	1	135,174	–	–	334,655	4,910	–	–	–	–	–	474,739	

²⁶ Other highly paid staff include staff who are neither KMP nor substantive Senior Executives and whose total remuneration for the reporting period exceeds \$250,000. Details of SES employment arrangements can be found in Chapter 3.

²⁷ Base salary includes salary paid and accrued, annual leave accrued and higher duties allowances.

²⁸ Other benefits and allowances includes living allowances and non-monetary benefits included in the FBT Return for the year ended 31 March 2024, such as the provision of motor vehicle and accommodation benefits and associated FBT.

²⁹ For individuals in a defined contribution scheme (for example, PSSap and super choice), superannuation includes superannuation contribution amounts. For individuals in a defined benefit scheme (for example, PSS and CSS), superannuation includes the relevant National Employer Contribution Rate and the Employer Productivity

Superannuation Contribution. In 2024, AFP continued resolution of underpayments of superannuation identified through compliance reviews in 2016, where it was discovered that allowances and other payments previously not considered salary for superannuation purposes had become eligible for superannuation. This has significantly increased superannuation payments for some individuals.

³⁰ Long service leave comprises the amount of leave accrued.

³¹ Termination benefits are payments that may be made in relation to cessation of a position from the AFP.

³² Total remuneration is calculated on an accrual basis in accordance with AASB 119 Employee Benefits with the exception of superannuation and non-monetary benefits.

Appendix C: Agency resource statement and resources for outcomes

Table C1 Agency resource statement, 2023–24

		Available appropriation* \$'000 (a)	Payments made** \$'000 (b)	Balance remaining \$'000 (a) – (b)
Departmental				
Annual appropriations – ordinary annual services***		2,054,151	(1,958,845)	95,306
Annual appropriations – other services – non-operating		106,131	(48,293)	57,838
Total departmental annual appropriations	(c)	2,160,282	(2,007,138)	153,144
Total departmental special appropriations	(d)	–	–	–
Opening balance – special accounts		15,671		
Special account receipts		17,766		
Payments made			(14,082)	
Total special accounts	(e)	33,437	(14,082)	19,355
Less departmental appropriations drawn from annual/special appropriations and credited to special accounts	(f)	(17,766)	(17,766)	–
Total departmental resourcing	(c+d+e-f)	2,193,719	(2,021,220)	172,499
Administered				
Annual appropriations – ordinary annual services		30,373	(25,582)	4,791
Total administered annual appropriations	(g)	30,373	(25,582)	4,791
Total administered special appropriations	(h)	12	(12)	–
Total administered resourcing	(g+h)	30,385	(25,594)	4,791
Total resourcing and payments for AFP		2,224,104	(2,046,814)	177,290

* Available appropriation includes section 74 relevant agency receipts, amounts accrued under funding arrangements and excludes amounts permanently quarantined under section 51 of the *Public Governance, Performance and Accountability Act 2013* (Cth) (PGPA Act)

** Payments made includes lapsed appropriations

*** Ordinary annual services includes appropriated amounts for the departmental capital budget. For accounting purposes this amount has been designated as 'contributions by owners'

Table C2 Expenses for Outcome 1, 2023–24

Outcome 1: Reduce criminal and national security threats to Australia's collective economic and societal interests through cooperative policing services	Budget* 2023–24 \$'000 (a)	Actual expenses 2023–24 \$'000 (b)	Variation 2023–24 \$'000 (a) – (b)
Program 1.1: Federal Policing – Investigations			
Administered expenses			
Ordinary annual services (Appropriation Bill No. 1)	1,071	1,269	(198)
Special appropriations			
PGPA Act (section 77)	12	12	–
Departmental expenses			
Departmental appropriation**	835,655	874,371	(38,716)
Special accounts	11,803	14,082	(2,279)
Expenses not requiring appropriation in the budget year***	93,993	115,571	(21,578)
Total expenses for Outcome 1	942,534	1,005,305	(62,771)

* Full-year budget, including any subsequent adjustment made to the 2023–24 Budget

** Departmental appropriation combines 'Ordinary annual services' and 'Revenue from independent sources (section 74)'

***Expenses not requiring appropriation in the budget year is made up of depreciation and amortisation expenses, excluding right-of-use assets, and resources received free of charge

Table C3 Expenses for Outcome 2, 2023–24

Outcome 2: A safe and secure environment through policing activities on behalf of the Australian Capital Territory Government	Budget* 2023–24 \$'000 (a)	Actual expenses 2023–24 \$'000 (b)	Variation 2023–24 \$'000 (a) – (b)
Program 2.1: ACT Community Policing			
Departmental expenses			
Departmental appropriation**	215,264	220,072	(4,808)
Expenses not requiring appropriation in the budget year***	8,271	8,137	134
Total expenses for Outcome 2	223,535	228,209	(4,674)

* Full-year budget, including any subsequent adjustment made to the 2023–24 Budget

** Departmental appropriation combines 'Ordinary annual services' and 'Revenue from independent sources (section 74)'

***Expenses not requiring appropriation in the budget year is made up of depreciation and amortisation expenses, excluding right-of-use assets, and resources received free of charge

Table C4 Expenses for Outcome 3, 2023–24

Outcome 3: Safeguarding Australians and Australian interests through the delivery of policing services primarily focused on protective services, aviation policing and international missions	Budget* 2023–24 \$'000 (a)	Actual expenses 2023–24 \$'000 (b)	Variation 2023–24 \$'000 (a) – (b)
Program 3.1: Specialist Protective Services			
Departmental expenses			
Departmental appropriation**	512,102	491,898	20,204
Expenses not requiring appropriation in the budget year***	29,250	29,307	(57)
Total for Program 3.1	541,352	521,205	20,147
Program 3.2: International Police Assistance and External Territories			
Administered expenses			
Ordinary annual services (Appropriation Bill No. 1)	29,078	24,244	4,834
Departmental expenses			
Departmental appropriation**	234,844	223,571	11,273
Expenses not requiring appropriation in the budget year***	4,233	4,360	(127)
Total for Program 3.2	268,155	252,175	15,980
Outcome 3 totals by appropriation type			
Administered expenses			
Ordinary annual services (Appropriation Bill No. 1)	29,078	24,244	4,834
Departmental expenses			
Departmental appropriation**	746,946	715,469	31,477
Expenses not requiring appropriation in the budget year***	33,483	33,667	(184)
Total expenses for Outcome 3	809,507	773,380	36,127

* Full-year budget, including any subsequent adjustment made to the 2023–24 Budget

** Departmental appropriation combines 'Ordinary annual services' and 'Revenue from independent sources (section 74)'

*** Expenses not requiring appropriation in the budget year is made up of depreciation and amortisation expenses, excluding right-of-use assets, and resources received free of charge

Appendix D: Corrections to previous annual reports

Annex D: Account Takeover Warrants Annual Report 2022–23

Page 171: References to section 414.23A should refer to section 474.23A of the *Criminal Code Act 1995* (Cth).



Annexes

Disaster Victim Identification
Basic Course delivered at Majura
Forensic Facility April 2024

Annex A: National Witness Protection Program Annual Report 2023–24

Attorney-General's introduction

I am pleased to submit the 2023–24 Annual Report on the operation of the National Witness Protection Program under the provisions of the *Witness Protection Act 1994* (Cth).

The report sets out the provisions of the legislation and relevant activity for the reporting period. The costs of the program are shown in the Appendix to this report.

This report has been prepared to provide as much detail as possible without prejudicing the effectiveness of the security of the National Witness Protection Program.

The Hon Mark Dreyfus KC MP

Attorney-General

Introduction

The *Witness Protection Act 1994* (Cth) (the Act) provides the statutory basis for the National Witness Protection Program (NWPP). It commenced operation on 18 April 1995. The Act enables protection and assistance to be provided to witnesses who are assessed as being under significant threat.

General operations of the NWPP

The NWPP provides an environment in which participants are able to give evidence in criminal trials that involve a significant degree of criminality at both the Commonwealth and state levels without fear of retribution. The majority of participants in the NWPP have been accepted into the program because of their involvement as witnesses in prosecutions relating to serious criminal matters.

In the year ending June 2024, the NWPP managed 24 witness protection operations, providing protection and assistance to 39 people.

Two new assessments commenced for inclusion in the NWPP, resulting in one person being included in the NWPP. Five witness protection operations concluded, resulting in the departure of 9 participants from the NWPP.

The Commissioner made no disclosures under section 27 of the Act during the reporting period.

Integrity and accountability of the NWPP

Safeguards in the Act help to ensure that the integrity and accountability of the NWPP are maintained. Australian Federal Police (AFP) employees deployed to witness protection either hold or occupy designated positions that have national security clearance of Negative Vetting level 2.

NWPP employees are subject to AFP anti-corruption strategies, which include drug testing in accordance with section 40M of the *Australian Federal Police Act 1979* (Cth) (AFP Act).

The NWPP is subject to the AFP governance instrument framework, which includes auditing of financial and performance management processes and compliance with the Act.

Complaints and reviews of decisions

The protection of information relating to participants in the NWPP is of paramount concern. Therefore, decisions made under the Act are not subject to the *Administrative Decisions (Judicial Review) Act 1977* (Cth).

AFP employees who administer the NWPP are subject to the same obligations as other members of the AFP. If a complaint is received, it will be dealt with in accordance with the AFP Act. Complaints against officers may also be the subject of investigation by the Commonwealth Ombudsman under the *Ombudsman Act 1976* (Cth).

In 2023–24, there were no Commonwealth Ombudsman investigations relating to the NWPP.

In 2023–24, an application was made to the AFP Commissioner to review a termination, pursuant to section 18 of the Act. The applicant then subsequently withdrew their application negating the requirement for the review.

Performance and effectiveness of the NWPP

Section 28 of the Act protects participants' identities during court proceedings. The court can hold parts of the proceedings in private or it can make suppression orders on the publication of the evidence. One suppression order was required during the reporting period. The Commissioner was not required to enact further protections under section 27 or 27A of the Act.

Amendment to the Act and related matters

There were substantial legislative amendments to the Act during the reporting period stemming from the 'Crimes and Other Legislation Amendment (Omnibus) Bill 2023 – A Bill for an Act to amend legislation relating to the criminal law and law enforcement, and for related purposes' Schedule 9 – Witness Protection.'

These were broken into to 3 parts: Part 1 – Past program participants, Part 2 – Suspension of protection and assistance and Part 3 – Minor and technical amendments.

Part 1 – Past program participants relates to section 29 and 29A of the Act clarifying that all participants of previous AFP-run witness protection programs are included under the Act. Previously, there was ambiguity about the extent to which the AFP can provide protection and assistance to past participants. This amendment clarifies that all past participants, including those who were not in the program immediately before the Act commenced, can receive assistance from the AFP, such as applying for documents that support the ongoing maintenance of their identity.

Part 2 – Suspension of protection and assistance relates to section 17A of the Act. This enables the AFP to temporarily suspend the provision of protection and assistance under the NWPP. This creates flexibility in the AFP's ability to respond to situations where a participant's actions or intended future actions may prevent the AFP from providing the participant with protection and assistance – for example,

if the participant were to put themselves in a situation where they were outside the AFP's jurisdiction. Providing for temporary suspension of the provision of protection and assistance is significantly less restrictive for an individual than terminating their participation in the NWPP. Further, the amendments allow for protection and assistance to be provided, regardless of a suspension, if the decision-maker is satisfied that it is necessary and reasonable to do so in the circumstances.

Part 3 – Minor and technical amendments relates to changes in terminology in relation to 'eligible national security clearance' and 'position of trust clearance' prescribed by the regulations.

Complementary witness protection legislation

The purpose of section 24 of the Act is to protect the integrity of key Commonwealth documents that are needed in order for witnesses to establish new identities. All jurisdictions have enacted complementary legislation,¹ which has been declared 'complementary witness protection law' under section 3 of the Act. Signed section 24 arrangements are in place in all jurisdictions except Tasmania and the Northern Territory.

Financial arrangements

The NWPP is administered and operated by the AFP. Basic administration costs and the base salaries of AFP employees involved in witness protection activities are met from within the AFP budget.

By arrangement with the AFP, other agencies that have witnesses in the NWPP are responsible for costs, including those related to the security and subsistence needs of their witness and any operational expenses that the NWPP incurs. The AFP is responsible for costs of AFP-sponsored witnesses in the NWPP.

A table of costs for the NWPP for the previous 10 financial years is in the Appendix to this report. The figures do not include the salaries and overhead costs of administering the NWPP. Figures provided are correct as at 30 June 2024.

¹ New South Wales – *Witness Protection Act 1995*; Queensland – *Witness Protection Act 2000*; South Australia – *Witness Protection Act 1996*; Tasmania – *Witness Protection Act 2000*; Victoria – *Witness Protection Act 1991*; WA – *Witness Protection (Western Australia) Act 1996*; Australian Capital Territory – *Witness Protection Act 1996*; and Northern Territory – *Witness Protection (Northern Territory) Act 2002*.

Appendix: Expenditure

Table AA1 National Witness Protection Program expenditure, 2023–24

AFP expenditure on NWPP	\$1,095,370.94
Less amounts recovered	\$500,000.00
Total AFP expenditure on NWPP	\$595,370.94

Table AA2 Total expenditure (before costs were recovered) in previous years

1 July 2022 – 30 June 2023	\$1,387,904.12
1 July 2021 – 30 June 2022	\$971,372.81
1 July 2020 – 30 June 2021	\$1,331,931.45
1 July 2019 – 30 June 2020	\$1,213,085.19
1 July 2018 – 30 June 2019	\$1,093,071.32
1 July 2017 – 30 June 2018	\$911,186.92
1 July 2016 – 30 June 2017	\$1,000,069.17
1 July 2015 – 30 June 2016	\$883,025.10
1 July 2014 – 30 June 2015	\$712,565.61
1 July 2013 – 30 June 2014	\$688,515.13

Annex B: Unexplained Wealth Investigations and Proceedings Annual Report 2023–24

Section 179U of the Proceeds of Crime Act 2002 (Cth)

Pursuant to section 179U of the *Proceeds of Crime Act 2002* (Cth) (POCA), the Australian Federal Police (AFP) provides the following information about unexplained wealth investigations and proceedings for the year ending 30 June 2024:

- a. The AFP is currently investigating one matter of which a likely outcome may, or will, be the initiation of proceedings under Part 2–6 of the POCA.

The final decision regarding under which part of the POCA proceedings are commenced is made after an assessment of the investigation, completion of financial analysis, related legal considerations, and advice in accordance with paragraphs 4.2 and 4.7 of the *Legal Services Directions 2017* (Cth).

- b. No new applications were made for:
 - i. restraining orders under section 20A of the POCA
 - ii. unexplained wealth orders.
- c. There is no other information relating to the administration of these regulations.

Annex C: Delayed Notification Search Warrants Annual Report 2023–24

Section 3ZZFB of the Crimes Act 1914 (Cth)

Pursuant to section 3ZZFB of the *Crimes Act 1914* (Cth), the Australian Federal Police (AFP) provides the following information for the year ending 30 June 2024:

- a. Nil applications for delayed notification search warrants were made in person by eligible officers of the agency.
- b. Nil applications for delayed notification search warrants were made under section 3ZZBF by eligible officers of the agency.
- c. Nil delayed notification search warrants were issued as a result of the application referred to in paragraph (a) relating to 'Other acts done in preparation for, or planning, terrorist acts' under section 101.6 the *Criminal Code Act 1995* (Cth).
- d. Nil delayed notification search warrants were executed by an eligible officer of the agency.
- e. Nil delayed notification search warrants were executed by an eligible officer of the agency under which:
 - i. one or more things were seized from the warrant premises
 - ii. one or more things were placed in substitution at the warrant premises for a seized thing
 - iii. one or more things were returned to, or retrieved from, the warrant premises, or
 - iv. one or more things were copied, photographed, recorded, marked, tagged, operated, printed, tested or sampled at the warrant premises.
- f. There is no other information relating to delayed notification search warrants and the administration of Part IAAA of the *Crimes Act 1914* (Cth).

Annex D: Account Takeover Warrants Annual Report 2023–24

Section 3ZZVM of the Crimes Act 1914 (Cth)

Pursuant to section 3ZZVM of the *Crimes Act 1914* (Cth), the Australian Federal Police (AFP) provides the following information for the year ending 30 June 2024.

Subsection	Required details	Response
3ZZVM(1)(a)	Number of Account Takeover Warrants (ATW) applications made by AFP law enforcement officers	6
3ZZVM(1)(b)	Number of ATW issued	6
3ZZVM(1)(c)	Number of ATW applications refused	Nil
3ZZVM(1)(d)	Number of ATW urgent applications made by AFP law enforcement officers	Nil
3ZZVM(1)(e)	Number of urgent applications that resulted in ATW being issued	Nil
3ZZVM(1)(f)	Number of urgent applications for ATW that were refused	Nil
3ZZVM(1)(g)	Number of ATW variations that were granted	Nil
3ZZVM(1)(h)	Number of ATW applications for variations that were refused	Nil
3ZZVM(1)(i)	Number of applications for emergency authorisations made by AFP law enforcement officers	1
3ZZVM(1)(j)	Number of emergency authorisations given	1
3ZZVM(1)(k)	Number of applications for emergency authorisations that were refused	Nil
3ZZVM(1)(l)	Number of applications for approval of the giving of emergency authorisations made by or on behalf of appropriate authorising officers of the AFP	1

3ZZVM(1)(m)	Number of applications for approval of the giving of emergency authorisations that were approved	1
3ZZVM(1)(n)	Number of applications for approval of the giving of emergency authorisations that were refused	Nil
3ZZVM(1)(o)	Types of relevant offences in respect of which ATW or emergency authorisations were sought by law enforcement officers of the AFP	SS 80.2C, 92.2(1), 92.4(1), 101.6, 102.3(1), 102.4, 307.1, 307.5, 474.22, 474.22A, 474.23, 474.45B, 474.45C of the <i>Criminal Code Act 1995</i> (Cth)
3ZZVM(1)(p)	Number or arrests made on the basis (wholly or partly) of information obtained under ATW issued or emergency authorisations given	1
3ZZVM(1)(q)	Number of prosecutions for relevant offences that were commenced during the financial year in which information obtained under ATW or emergency authorisations was given in evidence	Nil
As above	Number of those prosecutions in which a person was found guilty	Nil

Annex E: Assumed Identities Annual Report 2023–24

Section 15LD(1) of the Crimes Act 1914 (Cth)

Pursuant to section 15LD(1) of the *Crimes Act 1914* (Cth), the Australian Federal Police (AFP) provides the following information for the year ending 30 June 2024:

- a. Authorising persons from the AFP issued 132 authorities for the acquisition and use of assumed identities. In addition, there were 69 variations and 123 revocations.
- b. The activities undertaken by approved officers when using their assumed identities included functions performed covertly in the conduct of intelligence collection and investigations associated with the achievement of AFP core business outcomes.
- c. There were no applications for authorities refused.
- d. There were no authorities of which control was transferred by the chief officer of the AFP under section 15KV.
- e. There were no authorities of which control was transferred to the chief officer of the AFP under section 15KV.
- f. No fraud or unlawful activity was identified by audits conducted under section 15LG during the year.

Annex F: Witness Identity Protection Certificates Annual Report 2023–24

Section 15MU(2) of the Crimes Act 1914 (Cth)

Pursuant to section 15MU(2) of the *Crimes Act 1914* (Cth), the Australian Federal Police (AFP) provides the following information for the year ending 30 June 2024:

- a. The delegates of the chief officer of the AFP issued 129 witness identity protection certificates (WIPC); however, of those, one did not progress to court.
- b. The basis for each certificate issuance was:
 - i. 3 were issued to protect the safety of an operative or other person
 - ii. 126 were issued to prevent the prejudice of any current or future investigation
 - iii. No WIPCs were issued to prevent any current or future activity relating to security.
- c. Across the reporting period no operatives were required to provide their true identities to the presiding officer pursuant to section 15ML.
- d. There were no proceedings in which leave or an order was made pursuant to section 15MM given for a party to lead or ask questions which may have disclosed an operative's true identity or where the operative lives.
- e. No leave or order was given for joinder of a person as a respondent to proceedings pursuant to section 15MN.
- f. There were no matters in which leave was given for an adjournment pursuant to section 15MP.
- g. There were no witness identity protection certificates cancelled pursuant to section 15MQ.
- h. There were no proceedings in which the chief officer permitted a person to give information that disclosed or may have led to the disclosure of an operative's true identity or where they live pursuant to section 1.



Reference material

Annual report requirements

PGPA Rule reference	Description	Requirement	Page
17AD(g)	Letter of transmittal		
17AI	A copy of the letter of transmittal signed and dated by accountable authority on date final text approved, with statement that the report has been prepared in accordance with section 46 of the Act and any enabling legislation that specifies additional requirements in relation to the annual report	Mandatory	v
17AD(h)	Aids to access		
17AJ(a)	Table of contents (print only)	Mandatory	vii
17AJ(b)	Alphabetical index (print only)	Mandatory	167
17AJ(c)	Glossary of abbreviations and acronyms	Mandatory	164
17AJ(d)	List of requirements	Mandatory	156
17AJ(e)	Details of contact officer	Mandatory	iv
17AJ(f)	Entity's website address	Mandatory	iv
17AJ(g)	Electronic address of report	Mandatory	iv
17AD(a)	Review by accountable authority		
17AD(a)	A review by the accountable authority of the entity	Mandatory	2
17AD(b)	Overview of the entity		
17AE(1)(a)(i)	A description of the role and functions of the entity	Mandatory	9
17AE(1)(a)(ii)	A description of the organisational structure of the entity	Mandatory	65
17AE(1)(a)(iii)	A description of the outcomes and programmes administered by the entity	Mandatory	10, 14, 38, 42, 48
17AE(1)(a)(iv)	A description of the purposes of the entity as included in corporate plan	Mandatory	9
17AE(1)(aa)(i)	Name of the accountable authority or each member of the accountable authority	Mandatory	iv
17AE(1)(aa)(ii)	Position title of the accountable authority or each member of the accountable authority	Mandatory	iv

PGPA Rule reference	Description	Requirement	Page
17AE(1)(aa)(iii)	Period as the accountable authority or member of the accountable authority within the reporting period	Mandatory	iv
17AE(1)(b)	An outline of the structure of the portfolio of the entity	Portfolio departments – mandatory	NA
17AE(2)	Where the outcomes and programs administered by the entity differ from any Portfolio Budget Statement, Portfolio Additional Estimates Statement or other portfolio estimates statement that was prepared for the entity for the period, include details of variation and reasons for change	If applicable, mandatory	NA
17AD(c)	Report on the performance of the entity		
	Annual performance statements		
17AD(c)(i); 16F	Annual performance statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule	Mandatory	7
17AD(c)(ii)	Report on financial performance		
17AF(1)(a)	A discussion and analysis of the entity's financial performance	Mandatory	54
17AF(1)(b)	A table summarising the total resources and total payments of the entity	Mandatory	138
17AF(2)	If there may be significant changes in the financial results during or after the previous or current reporting period, information on those changes, including: the cause of any operating loss of the entity; how the entity has responded to the loss and the actions that have been taken in relation to the loss; and any matter or circumstances that it can reasonably be anticipated will have a significant impact on the entity's future operation or financial results	If applicable, mandatory	NA
17AD(d)	Management and accountability		
	Corporate governance		
17AG(2)(a)	Information on compliance with section 10 (fraud systems)	Mandatory	60
17AG(2)(b)(i)	A certification by accountable authority that fraud risk assessments and fraud control plans have been prepared	Mandatory	v

PGPA Rule reference	Description	Requirement	Page
17AG(2)(b)(ii)	A certification by accountable authority that appropriate mechanisms for preventing, detecting incidents of, investigating or otherwise dealing with, and recording or reporting fraud that meet the specific needs of the entity are in place	Mandatory	v
17AG(2)(b)(iii)	A certification by accountable authority that all reasonable measures have been taken to deal appropriately with fraud relating to the entity	Mandatory	v
17AG(2)(c)	An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance	Mandatory	56
17AG(2)(d) – (e)	A statement of significant issues reported to Minister under paragraph 19(1)(e) of the Act that relates to non-compliance with Finance law and action taken to remedy non-compliance	If applicable, mandatory	NA
Audit committee			
17AG(2A)(a)	A direct electronic address of the charter determining the functions of the entity's audit committee	Mandatory	58
17AG(2A)(b)	The name of each member of the entity's audit committee	Mandatory	58
17AG(2A)(c)	The qualifications, knowledge, skills or experience of each member of the entity's audit committee	Mandatory	58
17AG(2A)(d)	Information about the attendance of each member of the entity's audit committee at committee meetings	Mandatory	58
17AG(2A)(e)	The remuneration of each member of the entity's audit committee	Mandatory	58
External scrutiny			
17AG(3)	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny	Mandatory	73
17AG(3)(a)	Information on judicial decisions and decisions of administrative tribunals and by the Australian Information Commissioner that may have a significant effect on the operations of the entity	If applicable, mandatory	73

PGPA Rule reference	Description	Requirement	Page
17AG(3)(b)	Information on any reports on operations of the entity by the Auditor-General (other than report under section 43 of the Act), a Parliamentary Committee, or the Commonwealth Ombudsman	If applicable, mandatory	73
17AG(3)(c)	Information on any capability reviews on the entity that were released during the period	If applicable, mandatory	NA
Management of human resources			
17AG(4)(a)	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives	Mandatory	65
17AG(4)(aa)	Statistics on the entity's employees on an ongoing and non-ongoing basis, including the following: <ul style="list-style-type: none"> a. statistics on full time employees b. statistics on part time employees c. statistics on gender d. statistics on staff location 	Mandatory	124
17AG(4)(b)	Statistics on the entity's APS employees on an ongoing and nonongoing basis; including the following: <ul style="list-style-type: none"> · Statistics on staffing classification level · Statistics on full time employees · Statistics on part time employees · Statistics on gender · Statistics on staff location · Statistics on employees who identify as Indigenous 	Mandatory	124
17AG(4)(c)	Information on any enterprise agreements, individual flexibility arrangements, Australian workplace agreements, common law contracts and determinations under subsection 24(1) of the <i>Public Service Act 1999</i>	Mandatory	66
17AG(4)(c)(i)	Information on the number of SES and non-SES employees covered by agreements etc identified in paragraph 17AG(4)(c)	Mandatory	124
17AG(4)(c)(ii)	The salary ranges available for APS employees by classification level	Mandatory	124
17AG(4)(c)(iii)	A description of non-salary benefits provided to employees	Mandatory	67

PGPA Rule reference	Description	Requirement	Page
17AG(4)(d)(i)	Information on the number of employees at each classification level who received performance pay	If applicable, mandatory	NA
17AG(4)(d)(ii)	Information on aggregate amounts of performance pay at each classification level	If applicable, mandatory	NA
17AG(4)(d)(iii)	Information on the average amount of performance payment, and range of such payments, at each classification level	If applicable, mandatory	NA
17AG(4)(d)(iv)	Information on aggregate amount of performance payments	If applicable, mandatory	NA
Assets management			
17AG(5)	An assessment of effectiveness of assets management where asset management is a significant part of the entity's activities	If applicable, mandatory	NA
Purchasing			
17AG(6)	An assessment of entity performance against the <i>Commonwealth Procurement Rules</i>	Mandatory	78
Reportable consultancy contracts			
17AG(7)(a)	A summary statement detailing the number of new reportable consultancy contracts entered into during the period; the total actual expenditure on all such contracts (inclusive of GST); the number of ongoing reportable consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory	79
17AG(7)(b)	A statement that "During [reporting period], [specified number] new reportable consultancy contracts were entered into involving total actual expenditure of \$[specified million]. In addition, [specified number] ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$[specified million]".	Mandatory	79
17AG(7)(c)	A summary of the policies and procedures for selecting and engaging consultants and the main categories of purposes for which consultants were selected and engaged	Mandatory	79

PGPA Rule reference	Description	Requirement	Page
17AG(7)(d)	A statement that <i>“Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the Aus Tender website.”</i>	Mandatory	79
Reportable non-consultancy contracts			
17AG(7A)(a)	A summary statement detailing the number of new reportable non-consultancy contracts entered into during the period; the total actual expenditure on such contracts (inclusive of GST); the number of ongoing reportable non-consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST)	Mandatory	80
17AG(7A)(b)	A statement that <i>“Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the Aus Tender website.”</i>	Mandatory	80
17AD(daa) Additional information about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts			
17AGA	Additional information, in accordance with section 17AGA, about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts	Mandatory	79
Australian National Audit Office access clauses			
17AG(8)	If an entity entered into a contract with a value of more than \$100 000 (inclusive of GST) and the contract did not provide the AuditorGeneral with access to the contractor’s premises, the report must include the name of the contractor, purpose and value of the contract, and the reason why a clause allowing access was not included in the contract	If applicable, mandatory	78

PGPA Rule reference	Description	Requirement	Page
Exempt contracts			
17AG(9)	If an entity entered into a contract or there is a standing offer with a value greater than \$10 000 (inclusive of GST) which has been exempted from being published in AusTender because it would disclose exempt matters under the FOI Act, the annual report must include a statement that the contract or standing offer has been exempted, and the value of the contract or standing offer, to the extent that doing so does not disclose the exempt matters	If applicable, mandatory	79
Small business			
17AG(10)(a)	A statement that “[Name of entity] supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance’s website.”	Mandatory	81
17AG(10)(b)	An outline of the ways in which the procurement practices of the entity support small and medium enterprises	Mandatory	81
17AG(10)(c)	If the entity is considered by the Department administered by the Finance Minister as material in nature—a statement that “[Name of entity] recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Business are available on the Treasury’s website.”	If applicable, mandatory	81
Financial statements			
17AD(e)	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act	Mandatory	83
Executive remuneration			
17AD(da)	Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 2-3 of the Rule	Mandatory	135

PGPA Rule reference	Description	Requirement	Page
17AD(f)	Other mandatory information		
17AH(1)(a)(i)	If the entity conducted advertising campaigns, a statement that <i>"During [reporting period], the [name of entity] conducted the following advertising campaigns: [name of advertising campaigns undertaken]. Further information on those advertising campaigns is available at [address of entity's website] and in the reports on Australian Government advertising prepared by the Department of Finance. Those reports are available on the Department of Finance's website."</i>	If applicable, mandatory	NA
17AH(1)(a)(ii)	If the entity did not conduct advertising campaigns, a statement to that effect	If applicable, mandatory	81
17AH(1)(b)	A statement that <i>"Information on grants awarded by [name of entity] during [reporting period] is available at [address of entity's website]."</i>	If applicable, mandatory	81
17AH(1)(c)	Outline of mechanisms of disability reporting, including reference to website for further information	Mandatory	70
17AH(1)(d)	Website reference to where the entity's Information Publication Scheme statement pursuant to Part II of FOI Act can be found	Mandatory	61
17AH(1)(e)	Correction of material errors in previous annual report	If applicable, mandatory	142
17AH(2)	Information required by other legislation	Mandatory	120, 143

Abbreviations and acronyms

ACCCE	Australian Centre to Counter Child Exploitation
ACIC	Australian Criminal Intelligence Commission
ACT	Australian Capital Territory
AFP	Australian Federal Police
AFP Act	<i>Australian Federal Police Act 1979 (Cth)</i>
AFSA	Australian Financial Security Authority
AHRC	Australian Human Rights Commission
AIPM	Australian Institute of Police Management
ANAO	Australian National Audit Office
ARC	Audit and Risk Committee
ASD	Australian Signals Directorate
ASEAN	Association of Southeast Asian Nations
ASIO	Australian Security Intelligence Organisation
ATO	Australian Taxation Office
ATW	Account Takeover Warrant
AUSTRAC	Australian Transaction Reports and Analysis Centre
CAA	Confiscated Assets Account
CACT	Criminal Assets Confiscation Taskforce
CDPP	Commonwealth Director of Public Prosecutions
CFIT	Counter Foreign Interference Taskforce
CLC	Core Leadership Continuum
CPRs	Commonwealth Procurement Rules
CSS	Commonwealth Superannuation Scheme
Cth	Commonwealth
DHI	Drug Harm Index
EFR	Estimated Financial Return
FBT	Fringe Benefits Tax

FOI Act	<i>Freedom of Information Act 1982 (Cth)</i>
FPF	Fiji Police Force
GST	Goods and services tax
IMS	Investigations Management Solution
IPS	Information Publication Scheme
JPC3	Joint Policing Cybercrime Coordination Centre
KMP	Key Management Personnel
MP	Member of Parliament
NA	Not applicable
NABERS	National Australian Built Environment Rating System
NACC	National Anti-Corruption Commission
NMPCC	National Missing Persons Coordination Centre
NSW	New South Wales
NT	Northern Territory
NWPP	National Witness Protection Program
PBS	Portfolio Budget Statement
PGPA Act	<i>Public Governance, Performance and Accountability Act 2013 (Cth)</i>
PGPA Rule	Rule Public Governance, Performance and Accountability Rule 2014
PIDT	Proactive Intervention and Diversion Teams
POCA	<i>Proceeds of Crime Act 2002 (Cth)</i>
PROMIS	Police Real-time Online Management Information System
PSM	Public Service Medal
PSS	Public Sector Superannuation
PSSap	Public Sector Superannuation Accumulation Plan
Qld	Queensland
QPS	Queensland Police Service
ROI	Return on investment
RPNGC	Royal Papua New Guinea Constabulary
RSIPF	Royal Solomon Islands Police Force
SA	South Australia

SES	Senior Executive Service
SIAF	Solomon Islands Assistance Force
Tas	Tasmania
TSOC	Transnational serious and organised crime
US	United States
VAPJP	Vanuatu Australia Police and Justice Program
Vic	Victoria
VPF	Vanuatu Police Force
WA	Western Australia
WHS Act	<i>Work Health and Safety Act 2011 (Cth)</i>

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