



**AFP**

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s 22(1)(a)(ii)

16 February 2024

The Honourable Mark Dreyfus KC, MP  
Attorney-General  
Parliament House  
CANBERRA ACT 2600

Cc:

s 47E(c)

**Via email**

Dear Attorney-General

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**Other matters of importance**

Australian Federal Police Association (AFPA) application for Protected Actions Ballot Order (PABO)

On 15 February 2024, the AFP received a PABO application from the Fair Work Commission (FWC) lodged by the AFPA. Your office has been briefed and we continue to work with the AFPA and the FWC on a way forward, noting the AFPA's broad advice of this action to their membership. The Australian Public Service Commission has also been engaged and we will continue to keep them informed as we progress.

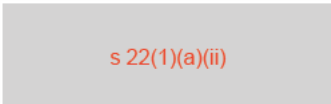
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Yours sincerely



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Reece P Kershaw APM  
Commissioner

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/ Address: GPO Box 401 Canberra ACT 2601 Australia

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COMMISSIONER

s 22(1)(a)(ii)

26 February 2024

The Honourable Mark Dreyfus KC, MP  
Attorney-General  
Parliament House  
CANBERRA ACT 2600

Cc:

s 47E(c)

**Via email**

Dear Attorney-General

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**Other matters of importance**

Australian Federal Police Association (AFPA) Application for Protected Actions Ballot Order (PABO)

On 21 February 2024, the Fair Work Commission (FWC) provided the PABO, after the dataset was agreed at Conference on 20 February 2024. The AFP continue to liaise with the AFPA and the ballot provider to facilitate the ballot, which will close on 8 March 2024. The FWC agreed the ballot provider will remain confidential to protect sensitive AFP data. A mandatory conciliation conference has been listed by the FWC for 27 February 2024, between bargaining representatives, the AFP and the AFPA to continue to engage in meaningful negotiations.

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s 22(1)(a)(ii)

8 March 2024

The Honourable Mark Dreyfus KC, MP  
Attorney-General  
Parliament House  
CANBERRA ACT 2600

Cc:

s 47E(c)

**Via email**

Dear Attorney-General

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**Update on AFP Enterprise Agreement**

The AFP has now received the approved Funding and Remuneration Declaration from the Australian Public Service Commission. On 5 March 2024, the AFP commenced discussions with employee bargaining representatives on the pay offer and other conditions with a financial impact.

The AFP base salary offer is consistent with other Commonwealth agencies and the Commonwealth Workplace Relations Policy. The offer includes a one-off cash payment payable to all AFP members employed under the new agreement, where there is a 'yes' vote for the new agreement before 25 May 2024 – it is calculated as 0.92% of base salary payable immediately. Additional elements in the offer include changes to broad banding and new allowances to compensate people for additional hardships such as unsociable hours. We are also adopting Australian Public Service (APS) Common Conditions for equal parental leave, family and domestic violence leave, cultural and



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ceremonial leave. All existing leave provisions remain, including where AFP is above the APS common condition.

Today the Australian Federal Police Association Protected Industrial Action Ballot closes. An update will be provided to your office once the outcome is known.

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Yours sincerely

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15 March 2024

The Honourable Mark Dreyfus KC, MP  
Attorney-General  
Parliament House  
CANBERRA ACT 2600

Cc:

s 47E(c)

**Via email**

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**Other matters of importance**

Australian Federal Police Association (AFPA)

Application for Protected Actions Ballot Order (PABO)

The AFPA PABO closed on 8 March 2024, with overwhelming support by AFPA members for industrial action. The AFPA balloted 3,775 eligible voters, with 3,211 (85.06%) submitting a vote. Of the submissions, 3,106 (96.73%) members voted 'yes' to the AFPA moving forward with protected industrial action. On 14 March 2024, the AFPA formally issued a notice of intention to commence action on 19 of the 36 indefinite or periodic bans/interruptions listed in the Fair Work Order beginning 22 March 2024. The AFP is continuing negotiations with all bargaining representatives, including the AFPA and the Community and Public Sector Union, after presenting the pay offer on 5 March 2024. Since the AFPA's application to the Fair Work Commission (FWC), 4 independent bargaining representatives have now lodged their own PABO with the FWC.

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Yours sincerely

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~~Reece P Kershaw APM~~  
Commissioner

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