

**From:** s 22(1)(a)(ii)  
**To:** s 47E(d)  
**Cc:** s 22(1)(a)(ii); [Mardiyants, Trish](#)  
**Subject:** RE: AFP Consultative Committee Employee Representatives [SEC=OFFICIAL]  
**Date:** Tuesday, 11 March 2025 3:19:32 PM  
**Attachments:** [image001.gif](#)

---

**OFFICIAL**

Hi s 22(1)(a)(ii)

I have just confirmed with Trish that there will just be the primary for DCC, no proxy.

Thank you

s 22(1)(a)

s 22(1)(a)(ii) (SHE/HER)

Writing to you from Ngunnawal Country

A/SENIOR TEAM LEADER WORKPLACE RELATIONS

WORKPLACE RELATIONS

PEOPLE COMMAND

Tel: s 22(1)(a)(ii) Ext: s 22(1)(a)(ii)

Australian Federal Police



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

---

**From:** Mardiyants, Trish <s 47E(d)@afp.gov.au>  
**Sent:** Tuesday, 11 March 2025 12:33 PM  
**To:** s 47E(d)@afp.gov.au  
**Cc:** s 22(1)(a)(ii)@afp.gov.au; s 22(1)(a)(ii)@afp.gov.au  
**Subject:** RE: AFP Consultative Committee Employee Representatives [SEC=OFFICIAL]

**OFFICIAL**

Hi s 22(1)(a)(ii) at this stage DCC will have one member being the proxy

Thanks

Trish

---

**From:** s 47E(d)@afp.gov.au  
**Sent:** Tuesday, 11 March 2025 10:37 AM  
**To:** Mardiyants, Trish <s 47E(d)@afp.gov.au>; s 47E(d)@afp.gov.au  
**Cc:** s 22(1)(a)(ii)@afp.gov.au; s 22(1)(a)(ii)@afp.gov.au  
**Subject:** RE: AFP Consultative Committee Employee Representatives [SEC=OFFICIAL]

**OFFICIAL**

Good morning,

Thank you for sending the endorsed employee representatives through.

Can I please confirm if the DCC portfolio will be a swap between employee and proxy representatives, or if the proxy will become the employee representative and the third nominee in that portfolio will become the proxy representative?

I will get the emails drafted to NMPC while we confirm what is happening with the DCC portfolio representatives.

Kind regards,

s 22(1)(a)(ii)

PEOPLE POLICY

PEOPLE COMMAND

Tel: s 22(1)(a)(ii) Ext: s 22(1)(a)(ii)

Australian Federal Police



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

---

**From:** Mardiyants, Trish <s 47E(d)@afp.gov.au>

**Sent:** Tuesday, 11 March 2025 10:16 AM

**To:** s 47E(d)@afp.gov.au

**Cc:** s 22(1)(a)(ii)@afp.gov.au; s 22(1)(a)(ii)

<s 22(1)(a)(ii)@afp.gov.au>

**Subject:** FW: AFP Consultative Committee Employee Representatives [SEC=OFFICIAL]

**OFFICIAL**

Good morning all,

I have now received confirmation from COO that all members be appointed as per the nominations below with the exception of DCC portfolio, where the proxy is to be appointed. Is there an email being drafted from NMPC to inform employee reps similar to the one drafted for the management reps?

Trish

---

**From:** s 47E(d)@afp.gov.au

**Sent:** Friday, 21 February 2025 3:51 PM

**To:** s 22(1)(a)(ii)@afp.gov.au; s 22(1)(a)(ii)@afp.gov.au

**Cc:** s 47E(d)@afp.gov.au; s 47E(d)@afp.gov.au;

Mardiyants, Trish <s 47E(d)@afp.gov.au>; s 22(1)(a)(ii)

<s 22(1)(a)(ii)@afp.gov.au>; s 22(1)(a)(ii)

s 47E(d)@afp.gov.au

**Subject:** AFP Consultative Committee Employee Representatives [SEC=OFFICIAL]

**OFFICIAL**

COO

Hi Katherine,

As per your endorsed AFP Consultative Committee (ACC) brief (attached), I am seeking your confirmation regarding the finalised employee representatives for the ACC. As part of this process, we want to ensure that all employee representatives meet the necessary integrity and suitability requirements before their formal appointment. This is to ensure that the employee representatives uphold the AFP integrity to the highest standard and reflect the AFP values when representing their DC/COO portfolio in this committee. A copy of each employee's pitch has been included below to also assist in your decision making.

The employee representatives have been selected through a vote process in accordance with the ACC Terms of Reference. Before finalising these appointments, we would appreciate your confirmation that there are no integrity concerns that you are aware of.

Portfolio	Employee Representative	Proxy
DCNS	s 47E(c), 47F(1) s 47E(c), 47F(1)	
Nominee pitch	<div data-bbox="871 1048 1382 1397" style="background-color: white; width: 100%; height: 100%; display: flex; align-items: center; justify-content: center;"> <span style="font-size: 2em; opacity: 0.3; transform: rotate(-45deg);">MATIC</span> </div>	
DCC	s11C	s 47E(c), 47F(1)
Nominee pitch		

s11C

s 47E(c), 47F(1)

COO/CoS

s 47E(c), 47F(1) s 47E(c), 47F(1)

Nominee  
pitch

DCI&SC

s 47E(c), 47F(1)

Nominee  
pitch

s 47E(c), 47F(1)s 47E(c), 47F(1)

RELEASED BY  
POLICE UNDER THE  
ACT 1982

CPO

s 47E(c), 47F(1)

If you require further details on any of the nominated individuals or wish to discuss any aspects of the selection process, please let us know. We are happy to provide additional information as needed.

If possible, we would appreciate a response by COB Thursday 27 February to ensure we can notify the successful/unsuccessful employees and progress the meeting appointment as soon as possible.

Kind regards,

s 22(1)(a)(ii)

PEOPLE POLICY

PEOPLE COMMAND

Tel: s 22(1)(a)(ii) Ext: s 22(1)(a)(ii)

Australian Federal Police



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

THIS DOCUMENT IS RELEASED BY  
THE AUSTRALIAN FEDERAL POLICE UNDER THE  
FREEDOM OF INFORMATION ACT 1982



## Executive briefing

Addressee	COO
Through	a/NMPC
Title	AFP Consultative Committee
Due date	6 January 2025
PDMS reference number	EC24-004878

### Requested action:

Action

### Key points:

One of the APSC Common Conditions, which the AFP has adopted in the *AFP Enterprise Agreement 2024 – 2027* (the EA), sets out the requirement on the AFP to consult with employees and relevant unions on workplace matters. This provides that a Consultative Committee be established within 3 months of the EA coming into effect to discuss these relevant workplace matters.

The AFP Consultative Committee (ACC) is a forum for consultation and communication between AFP management, employees and union representatives on matters relating to:

- i. the application, interpretation or implementation of the EA;
  - ii. proposed major changes to policies, procedures and guidelines, or the introduction of new policies, procedures and guidelines, relating to any matter covered by the EA;
- and

- iii. proposed changes to employment conditions that are likely to significantly or materially impact AFP employees collectively.

The ACC is not a forum for considering employment decisions or disputes. The ACC does not make decisions on matters referred to it for consultation. Noting the ACC is a consultation committee, it is proposed that agenda items (when required) will progress to the relevant AFP committee within the AFP Strategic Governance Framework. **Attachment A** provides a visual representation of the ACC on the AFP Strategic Governance Framework. ✓

The ACC is chaired by NMPC, with MPS as the deputy chair and the ACC reporting through to the COO. The inaugural ACC meeting is proposed for late March 2025, pending the below employee and management (SES) representative nomination processes occurring.

#### Draft ACC Terms of Reference

- 1. **Attachment B** provides the draft Terms of Reference (ToRs) which articulate the principles and set out guidance on the operation of the ACC, in accordance with the EA. ✓ 1 minor edit p7

#### Employee Representatives and Proxies – Proposed Nomination Process

- 2. Pending your approval, NMPC will disseminate an all-staff email early January seeking employee representative and proxy nominations for the ACC (**Attachment C**).
- 3. Where there are several nominees under one portfolio, the ACC secretariat will undertake a ballot election process which will seek to have staff within that respective DC/COO portfolio vote for the employee representative and the proxy.
- 4. Once this ballot election process is finalised, an email will progress to you seeking your review and endorsement of these employee nominations and proxies. This is to ensure there aren't any other factors that need to be considered from an integrity perspective that you may be privy too.
- 5. If a tie occurs with the ballot votes we will seek your endorsement to progress with one of the tied nominees.



**Management (SES) Representatives – Proposed Selection Process**

6. The draft ToRs reflect that the three management (SES) representatives will be a mixture of SES Band 1's and Band 2's to provide for a broader AFP strategic lens to the ACC.
7. To ensure transparency, it is proposed that you seek three management (SES) representative nominations through discussions with the Commissioner and Deputy Commissioner via the Executive Leadership Committee.

✓  
ToR  
updated  
p7 to  
reflect

**AFPA – ACC Draft Response Letter**

8. Attachment D is a draft response letter to the AFPA in relation to the ACC. This draft letter also provides the AFPA with a copy of the draft ToRs, prior to the inaugural ACC meeting occurring.

**Resource implications:**

Additional positions will need to be considered and funded (Band 5 and Band 6) to support the implementation of the ACC secretariat functionality within People Services.

?

**Consultation:**

The consultation undertaken in preparation for this paper includes:

- AFP Enterprise Bargaining Representatives, including the AFPA and CPSU were engaged on the Terms of Reference and feedback (written and verbal) taken into consideration.
- External agencies, including Services Australia, Attorney-General's Department, Australian Sports Commission and ACT Government, were engaged to seek information on their Consultative Committee structures to ensure a considered and consistent approach within the AFP.
- Central Secretariat Unit (AFP) to discuss committee structures, templates, committee dates and workflow of decisions to other AFP committees/boards.

**Recommendation:**

It is recommended that you:



Approve the draft Terms of Reference which articulate the principles and set out guidance on the operation of the ACC.

*with one amendment p7.*  
Approved / Further discussion required

Approve the proposed employee nomination process and the attached draft email for a/NMPC to disseminate to all-staff seeking employee nominations.

Approved / Further discussion required

Approve the proposed management (SES) nomination selection process and provide the relevant management (SES) nomination when known.

Approved / Further discussion required

~~Approve the draft response letter and draft ToRs to the AFPA on the operation of the ACC.~~

~~Approved / Further discussion required~~

*I note comment re funded FTE but no recommendation. Please progress separate business case w/ CFO if required.*

**s 47E(c)**

Approver

Katherine Van Gorp  
Chief Operating Officer

*8* January 2025

Clearing Officer



**OFFICIAL**

Name: Alyce Cosentini

Position: a/Manager People Services

Date: 24/12/2024

---

**Author**

Name: s 22(1)(a)(ii)

Position: a/TL People Policy

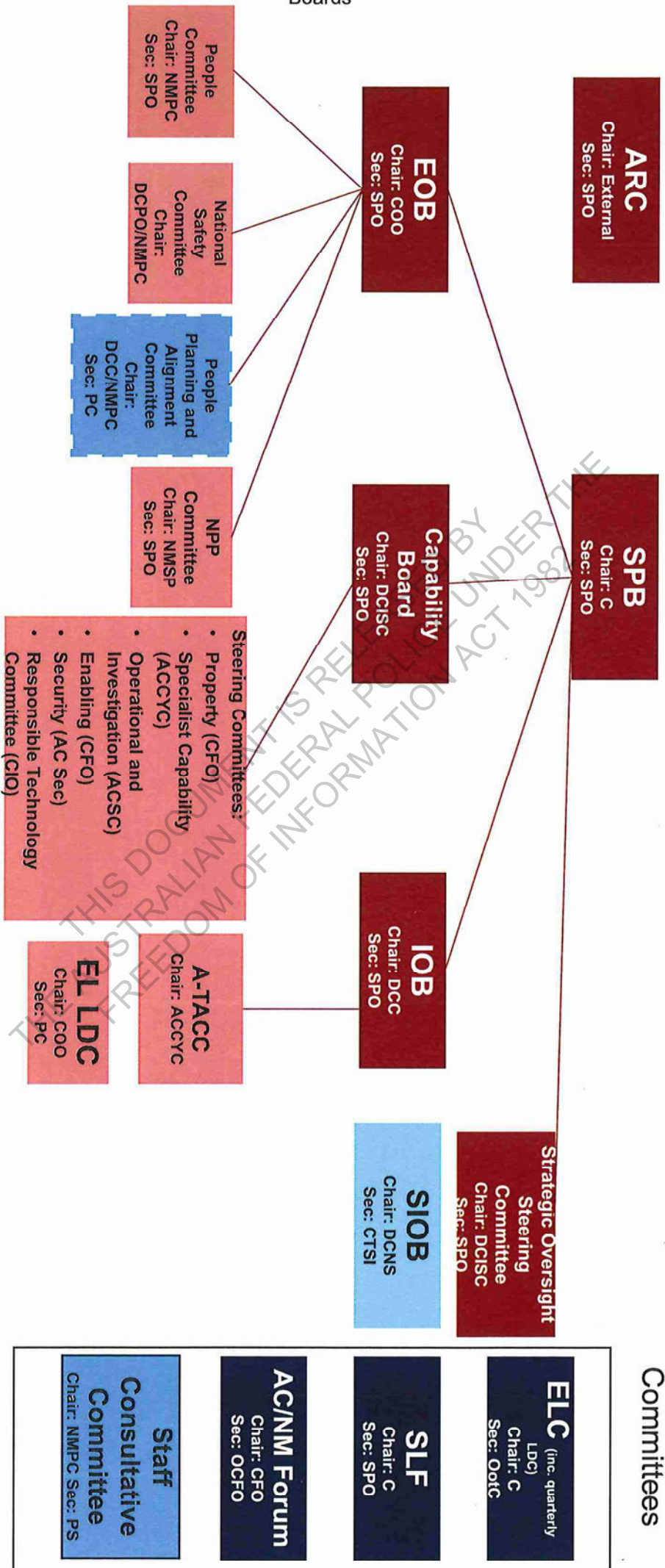
Date: 24/12/2024

---

THIS DOCUMENT IS RELEASED BY  
THE AUSTRALIAN FEDERAL POLICE UNDER THE  
FREEDOM OF INFORMATION ACT 1982



**OFFICIAL**



Consultative Committees

-----  
s 22(1)(a)(ii)