

Examination of the Australian Federal Police 2017-18 Annual Report

Written Questions on Notice

Question and Responses 1-5 are below

1. In the 2017–18 annual report it was reported that 11 of the 24 recommendations from the Cultural Change report had been implemented:

- a) Can you provide an update on the impact of the 11 recommendations that have been implemented?**
- b) Can you provide an update on the status of the implementation of the remaining thirteen recommendations?**

Since the release of the Cultural Change Report (CCR) in 2016 and as at 30 June 2019, overall gender balance in the AFP has increased from 35.2% to 38%. Over this period, the AFP has also seen the percentage of females at the Executive Level increase from 25.3% to 33.9% and Senior Executive Service from 27.2% to 36.5%.

The AFP's Culture and Inclusion Committees (C&IC), established across all geographic areas, were surveyed in early 2019 around the impact of these forums in addressing culture and inclusion. Of the respondents surveyed:

- 69% indicated they have seen positive organisational change since joining, which could be directly attributed to the C&IC
- 79% would recommend others participate in a C&IC
- 71% felt that participating in the C&IC gave them the opportunity to raise issues that they otherwise wouldn't have been able to raise
- 65% felt they had a greater say in organisational decisions impacting on them
- 86% gave members a greater awareness of enterprise-wide issues.

(b) As at 30 June 2019, 18 recommendations are considered complete.

The remaining six (6) CCR recommendations are nearing completion or being reviewed to determine if the recommendation has been completed, is part of ongoing BAU, or is no longer 'fit for purpose', given the AFP is constantly evolving and maturing.

2. As part of the AFP's commitment to diversity and to achieving a gender balanced workforce, de-identified recruitment processes were used for three recruitment processes—one for sergeants and two for Executive Level positions—to minimise unconscious bias and improve fairness and equity in assessing applications.

- a) What was the proportion of men and women hired compared to a recruitment round where gender wasn't de-identified?**

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b) The annual report mentions that the AFP ran an evaluation on these rounds. What was the outcome of this evaluation?

c) Does the AFP plan on conducting more de-identified recruitment rounds?

- The percentage of females rated as suitable increased by an average of 6.4% in de-identified processes compared to an average of 2.1% for similar identified processes.
- De-identified rounds received mixed feedback through the evaluation process. There were concerns with the de-identified parameters becoming too onerous and constant refinement of the process was causing confusion.
- The AFP will run de-identified processes where deemed appropriate to ensure merit and transparency are applied.

3. There is a commitment to achieve a 50:50 gender balance by 2026. However, as at 30 June 2018, only 37 per cent of AFP's workforce are women. This has increased from 36 per cent in the previous year.

a) Is the AFP still aiming to meet the 50:50 goal by 2026?

b) What actions is the AFP taking to meet this goal?

a) The AFP is continuing to increase representation and striving to obtain 50/50 gender representation where practicable.

Since the release of the CCR in 2016 and as at 30 June 2019, overall gender balance in the AFP has increased from 35.2% to 38%.

b) To ensure the AFP continues to strive towards that goal, current initiatives underway include:

- Job ads for bulk rounds state that 'female candidates are encouraged to apply' and ensuring that all recruitment material portrays a mix of genders for attraction purposes.
- The AFP is looking to undertake market research and to develop communication and attraction strategies for the recruitment of entry level police and protective service officers. This work is expected to be finalised in June 2020.
- Opportunities to increase relationships with universities and secondary schools have been taken with state based HR teams directly contacting all girl only school across Australia in order to promote policing as a career option.

4. How is the AFP tracking to meet the timelines and objectives as outlines in the AFP Health and Wellbeing Implementation Plan?

a) What has the impact of these projects been so far?

b) How will these projects be evaluated?

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The AFP is working in accordance with the timelines attributed to the Health and Wellbeing Strategy, which is phased over a five year period.

Initiatives of the Health and Wellbeing Strategy have so far resulted in positive impacts on both stigma associated with reporting a physical or psychological injury, and a stronger commitment to early intervention.

This is demonstrated by reporting showing a regular increase in both incident reporting and provision of services through the Early Access program over the past 12 months.

- a) Data from the latest reportable quarter (Aug- Oct 2019) indicated:
 - A 92% increase from last quarter in the number of services provided through Early Access, which represents a 95% increase in total costs for the program; and
 - There has been an increase of 9% in the overall number of workplace incidents reported from last quarter to this quarter. Physical and psychological based injuries increased by 7% and 17% respectively.
- b) In accordance with the timelines associated with the implementation plan of the Health and Wellbeing Strategy, the development of an evaluation framework is scheduled to commence in 2020. It is intended the evaluation framework will measure effectiveness of the Health and Wellbeing Strategy to date, in addition to the provision of various health services and initiatives.

5. The AFP launched its Innovate Reconciliation Action Plan (RAP) 2018-2020 on 30 May 2018. The RAP includes a number of specific deliverables including that the AFP will provide an update on their progress on the AFP website from June 2018 and that success against achieving the deliverables will be celebrated on the AFP's website from May 2018. As at July 2019, there was no mention on progress to the RAP deliverables on the AFP website, nor in the annual report.

- a) **Can you please provide an update on the AFP's progress on meeting the RAP deliverables?**
- b) **When is the AFP to publish information on line about their progress in achieving their RAP commitments?**

- a) The AFP RAP Advisory Board (RAPAB) was established and monitors the operation of the AFP's RAP deliverables. Implementation of the RAP general deliverables currently stands at 95% complete. The ACT Policing component of the RAP is a perpetual action where deliverables are set as 'ongoing'.
- b) The AFP will publish online the progress of achievements of the AFP's RAP in the first quarter of 2020.