

SENATE STANDING COMMITTEE ON LEGAL AND CONSTITUTIONAL AFFAIRS  
AUSTRALIAN FEDERAL POLICE

**Question No. 52**

**Senator Ludlum asked the following question at the hearing on 8 February 2010:**

How many Aboriginal Australians have been recruited in the last two financial years?

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

Between 1 July 2007 and 30 June 2009 there have been eight Indigenous Australians recruited by the Australian Federal Police who have self identified as being Aboriginal or Torres Strait Islander.

The AFP uses a self identifying system which means it is not mandatory for Indigenous Australians to identify their lineage.

Historically, the number of AFP staff who identify as being Indigenous Australians has remained static at approximately fifteen staff. In February 2010, the number had grown to forty, representing a 150 per cent increase as a result of initiatives funded under the Recruitment and Retention program and through the support of the AFP's Malunggang Indigenous Officers Network.

The AFP will meet, and exceed the employment target established by the Council of Australian Governments *National Partnership Agreement on Indigenous Economic Participation*.

In December 2009, the AFP became the first Government agency (state or federal) to sign the *Australian Employment Covenant* (The Australian Employment Covenant is an initiative aimed at securing 50,000 sustainable jobs for Indigenous Australians). The AFP has committed to forty new jobs for Indigenous Australians each year.

The AFP is the inaugural chair of a strategic Indigenous workforce forum within the Attorney-General's Portfolio. The forum is made up of representatives from each portfolio agency and aims to increase Indigenous employee participation and increase the number of Indigenous staff across the Portfolio.

The AFP continues to provide funding support to the Mawul Rom Cultural Exchange program which targets Indigenous employees and Senior Executive Staff.

The AFP has also recently sponsored a national Indigenous education conference and has chaired the most recent *National Indigenous Employment Conference*. In 2010, the AFP is partnering with Centrelink to identify and attend Indigenous career expos.

The AFP recruitment process has implemented targeted Indigenous recruitment and attraction initiatives. Equally, the AFP is developing and implementing focussed retention, organisational support mechanisms and career policies.

The AFP has recently seconded an Indigenous staff member from the Department of Families, Housing, Community Services and Indigenous Affairs for an initial period of twelve months. Their role is to develop and implement the *Indigenous Employment Strategy* and implement strategies to increase the workforce participation of Indigenous Australians in the AFP. They will also develop a compulsory Cultural Awareness program to be rolled out to all AFP employees.