

SENATE LEGAL AND CONSTITUTIONAL LEGISLATION COMMITTEE  
AUSTRALIAN FEDERAL POLICE

**Question No. 108**

**Senator Ludwig asked the following question at the hearing on 25 May 2006:**

With regard to the latest remuneration packages for members of the AFP's executive team as shown in the chart at page 9 of the 2004/05 Annual Report. For each position in the chart, please provide:

- a) when remuneration package came into effect and ceases.
- b) For each financial year of the package, and relative to the last year of the preceding package:
  - (i) The percentage increase in base salary.
  - (ii) The percentage increase in performance bonuses.
  - (iii) The percentage increase in any other forms of remuneration, such as superannuation.

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

a) Members of the executive team of the Australian Federal Police (other than the Commissioner) are generally engaged on a five year common law contract (with possibility of renewal or extension) with commencement dates for the current executive team varying from January 2002 to February 2006 and expiry dates varying from January 2007 to October 2009.

The AFP Commissioner is engaged for a five year term by the government of the day with possibility of renewal. Commissioner Keelty's engagement was renewed in 2005 for a second five year term. Commissioner Keelty's remuneration package is set by the Commonwealth Remuneration Tribunal and reviewed annually on 1 July.

b) (i) and (ii) The remuneration packages for the remainder of the executive team as shown in the chart at page 9 of the 2004/05 Annual Report are set by the AFP Commissioner. The packages are usually reviewed annually in line with movements of salary for other AFP Employees and based on individual experience, skills and performance and a number of other factors such as market value, job complexity and managerial responsibility.

b) (iii) Much of the non-salary components of the remuneration package are based on the actual value of the components, for example the cost of provision of a motor vehicle and car parking space and the cost of provision of an AFP assetted home computer. Superannuation benefits are administered in line with the CSS and PSS rules (as for other AFP employees) and are dependant on the contribution rate of the individual.

The following generalised data is provided in relation to executive remuneration packages to maintain individual confidentiality:

<b>Average Percentage increase in base salary per year</b>	<b>Average Percentage increase in Performance Bonus</b>
2004 to 2005 – 5.1%*	2004 to 2005 – \$1500 or 20.3%
2005 to 2006 – 7.3%*	

\*Please note that these changes in base salary include movements within the AFP SES salary bands (similar to increments) as determined by the AFP Commissioner.