

SENATE STANDING COMMITTEE ON LEGAL AND CONSTITUTIONAL AFFAIRS  
AUSTRALIAN FEDERAL POLICE

**Question No. 124**

**Senator Ludwig asked the following question at the hearing on 31 October 2006:**

Could the Australian Federal Police provide copies of any summary documents from the 2006 Staff Opinion Analysis and Review?

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

The 2006 staff survey results have been circulated to AFP employees with the caveat the results are not to be released outside of the AFP. The following represents a brief overview of the survey results.

IPSOS Australia Pty Limited was the service provider engaged to design and conduct the AFP 2006 staff survey. It was conducted over the period spanning 27 February to 7 March 2006 and the overall response rate was 82% of the available workforce.

Key Findings

Overall, the indicators suggest employee motivation is high and that the AFP is functioning relatively well. Employee responses reveal that AFP strengths include:

- Current Situation and Future Outlook – there is a strong sense of optimism about the future and considerable pride in the organisation (evidenced by low staff turn over and intention to remain employed within the AFP);
- Remuneration and Employment Conditions - conditions are generally viewed positively; and
- Management practices – employees are generally satisfied with how they are managed and maintain confidence in managerial decision-making.

Employee responses reveal that the areas in which the AFP should seek opportunities for improvement are:

- Protective Service – there remains some integration and staff satisfaction issues to be addressed;
- Communication – strengthening communication channels and communication in support of change management would benefit both the organisation and employees; and
- Employment Framework – there were prevailing concerns for employees in respect of performance review, selection processes, training opportunities and reward and recognition.