



Consider the bigger picture

ENTERPRISE AGREEMENT 2024

OFFER

Good afternoon colleagues,

Today, I'm pleased to be able to present a new Enterprise Agreement offer to the workforce.

I've included additional details in [my video update](#) so please take some time to view this. With the government's final position on base pay funding now known, we have tried our very best to utilise allowances to boost take home pay where we can, and enhance other conditions to allow you more flexibility in the way you work.

Just some of these include:

- The **base pay increase** of 11.2% over three years but front-loading the offer to 4.5% in year 1, 4% in year two and 2.7% in year three.
- An **increased Use of Force Allowance** starting at \$3k in year one and then building to \$4k in year three.
- **Enhanced broadband provisions** remain as they were in the first offer, supporting the career progressions of police and PSOs.
- The **Nightshift Allowance** which is now back in the proposed agreement and will be indexed in line with the pay offer and available to those on rostered and operations working patterns.
- The **Unsocial Hours Allowance** remains but will be paid outside of nightshift hours on weekends. The amount will be paid at a flat rate for those on rostered and operations working patterns.
- **Flex credit carryover** will be increased to 32 hours and flex debit carryover to 16 hours in the averaging period, which is back to three months.
- **Time Off In Lieu** is new and will be available to Executive Level employees and those of you on the Technical Specialist Framework.
- **Parental Leave** provisions have increased for both primary and secondary caregivers.
- **Increased excess leave provision to 304 hours** so you can take more leave when you choose and increased options to cash out if you need to.
- **All four Mandatory Rest Days** will now be provided on the **1st of March** each year and you'll have 12 months to use them.
- As mentioned in my email update earlier in the week, the **introduction of a Serious Illness Register**. This will enable you to donate Personal Leave to a central leave bank and allow colleagues to access additional Personal Leave in certain circumstances.

These are just some of the enhancements we have been able to make. I encourage you to check out the updated information on the [EA Hub page](#) for added details and also the attached factsheet to this email.

In the coming weeks we will be moving into the Access Period which will see the release of the proposed Enterprise Agreement. This will enable you to view clauses in their entirety.

I would like to take the opportunity to thank the bargainers who have put in significant time and effort over the past few months to help us get to this point. Conversations have been robust and your bargainers have done a thorough job representing the interests of the workforce.

As we head into the next vote, I ask that you approach it with objectivity, considering the whole offer and what it means for you. There are parameters we have had to work within and we have all tried our best to navigate through. We've been mindful of getting you this revised offer as quickly as possible to not further delay pay increases.

Kind regards,

Krissy
Chief Negotiator



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AFP Enterprise Agreement 2024 Offer Summary factsheet

Pay and remuneration

Condition	What is it?	The improvement
Base salary	A front-loaded pay rise.	11.2% over 3 years. 4.5% in year 1, 4% in year 2, 2.7% in year 3.
Use of Force Allowance	An annual allowance paid fortnightly to eligible employees with a use of force qualification.	\$3,000 in year 1, \$3,500 in year 2, \$4,000 in year 3 for all employees holding a use of force qualification.
Protective Services Officer Broadband	An all new PSO 2–5 broadband to replace the existing PSO 2–3 broadband. An all new PSO 6–7 broadband for PSO Sergeants.	Commencing 1 July 2025, employees who meet eligibility criteria will be able to progress through their next band level. <i>For example, a PSO may move to Band 4.2 after they have been at Band 3.5 for one year.</i>
Police Broadband	Removing advancement restrictions that relate to minimum tenure greater than 12 years across the advancement arrangements.	Commencing 1 July 2025 , the tenure requirements for Band 4 employees in the policing broadband will be reduced to 9 years . Advancement through the broadband is still subject to the relevant eligibility criteria. <i>For example, an employee can advance from a Band 4.5 to Band 5.2 after 9 years of policing experience rather than 12 or 15 years.</i>
Nightshift Allowance	Increased Nightshift Allowance for employees working hours between midnight to 6am.	Nightshift Allowance will be indexed in line with the pay offer, and is available for rostered and operations working pattern employees.
Unsociable Hours Allowance	Unsociable Hours Allowance will now be available on weekends.	Unsociable Hours Allowance will be paid at a flat rate of \$4.82 per hour for rostered and operations working pattern for the entirety of the weekends (outside of nightshift hours) indexed in line with pay increases.
Casual Loading Rates	Pay rates for employees engaged on a casual basis (for example, AFP Reserves).	An increase to 25% casual loading rate , with a 3-hour minimum engagement.
Higher Duties Allowance	Employees performing duties above their substantive level will receive an additional allowance.	The agreement allows delegates the ability to pay Higher Duties Allowance from day 1 of an employee performing higher duties.
Workplace Responsibility Allowance	Employees nominated and qualified to take on work health and safety responsibilities in the workplace will receive an allowance to recognise the additional responsibility they take on over and above their normal duties.	Nominated employees will receive an allowance of \$30.51 per fortnight , increasing throughout the life of the agreement. Roles include nominated first aid officers, health and safety representatives, emergency wardens, and confidants. <i>Employees who hold first aid qualifications as part of their day-to-day duties aren't eligible unless appointed to one of these designated roles.</i>
Optional Ordinary Time Earnings Superannuation	The option to opt into OTE Superannuation over the life of the agreement.	Existing employees will have the option to move to OTE superannuation . OTE is calculated on your ordinary hours of work (excluding overtime) in the previous pay period. <i>For example, if you receive a pay increase, your contributions will increase at the next payday whereas Fortnightly Contribution Salary is calculated annually.</i>



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Consider the bigger picture

Composite

An allowance of 22% of base salary calculated fortnightly to recognise the additional flexibility required in some roles.

No change – eligible employees will still receive the composite as it is currently paid.

Flexibility

Condition

What is it?

The improvement

Increases to flex credit and debit carryover

Eligible employees are able to accrue **additional flex** hours.

The agreement will **increase flex credit** carryover to **32 hours** and **flex debit carryover to 16 hours** in the 3-month averaging period.

Flexible working arrangements

Flexible working arrangements that provide more options to employees to **balance** work and home life.

Flexible working **options** like providing the ability to **adjust start** and **finish times**, alter your **start** and **finish times** or give you the **ability to work from home**.

There are now **no caps** on the number of days you can request to **work from home**, all requests will be considered based on merits and **business requirements**.

Increased notice for roster changes

You will now **receive 24-hours' notice** for a change in roster.

Employees will receive an **increase from the previous 12-hour notice period** for a change of roster, to now receiving 24-hours' notice.

Cash out of Annual Leave

Ability to **cash out annual leave** on more occasions including while on **HDA**.

Employees will now have the **flexibility to cash out** some **annual leave** on more occasions including while on **higher duties** for periods of longer than **6 months**.

Time Off In Lieu

Time Off In Lieu will now be available for EL and TSF **employees**.

TOIL provisions for **EL** and **TSF** employees will provide **recognition** and **flexibility** for those employees who consistently work additional hours.

One Enterprise Agreement

All **Band 1-8** and **Executive Level** employees will now be covered by **one agreement**.

The agreement will **maintain current** and **enhanced conditions** applicable to the Band 1-8 and Executive Level employees combined in one agreement to make all **entitlements clear and easy to find**.

Public Holidays

The cap on penalty payments for **public holiday** has been **increased**.

If on a **public holiday**, a **Rostered Operations** working pattern employee is on a **Rest Day**, they will be paid an **additional eight hours** at the Base Salary Hourly Rate.

The cap for this **additional** public holiday penalty payments has been increased to **13 days**.

Leave

Condition

What is it?

The improvement

Parental Leave

Flexible leave options for **primary** and **secondary** caregivers as well as access to paid **premature birth leave**.

An **increase of 2 weeks' to primary caregivers**, so they now receive **18 weeks' paid leave**.

Secondary caregivers will be entitled to 18 weeks' parental leave by 2027.

Both caregivers will have **more options** on how they take their leave over a **24-month period** such as using it to replicate a **part-time work arrangement** or **at half pay**.

The **qualifying period** to access paid parental leave has been **removed** and you may now access paid premature birth leave.



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Personal and Carers Leave	Personal or Carers Leave entitlement for all employees.	The full 18 days of personal/carers leave is now credited on commencement for new employees . Personal/carers leave can now be taken at half pay and can be used for preventative appointments such as the dentist.
Annual Leave	Band 1-8 employees receive 6 weeks' annual leave per year with 5 weeks for EL employees.	No reduction to annual leave provisions for Band 1-8 or EL employees under the agreement. Excess leave provisions have been increased to 304 hours and you will now have the ability to take a single day annual leave at half pay. Where an employee is recalled to work from annual leave they will now have personal travel costs reimbursed .
Serious Illness Register	Employees will be able to donate up to 2 days of Personal Leave annually.	A Serious Illness Register will be available for employees to access under certain circumstances. Employees will also be able to donate up to 2 days Personal Leave annually (whilst maintaining a 36-day balance) to the register.
Bereavement and Compassionate Leave	For employees to access leave in the event of life threatening illness, injury or death .	Bereavement Leave has now been separated from Compassionate Leave . Three bereavement leave days have been introduced still with an option to have an additional 5 days granted by the Delegate . Compassionate Leave provides for 3 days' leave on each occasion a family member develops or sustains a life threatening injury or illness . This can also be used for miscarriage.
Mandatory Rest Days	Band 1-8 employees receive 4 mandatory rest days to use each year.	Four mandatory rest days to now be provided on 1 March each year, with 12 months to use them , there is no longer a leave balance requirement to accrue them.
Cultural, First Nations Ceremonial and NAIDOC Leave	Additional leave types to recognise the importance of NAIDOC week, First Nations and cultural obligations	New leave types for employees with 6 days over 2 financial years for First Nations Ceremonial leave. Three days per financial year for Cultural Leave to participate in religious or cultural obligations . Retained current provision of 3 days for NAIDOC Leave, more generous than the Common Condition. Cultural, Ceremonial and NAIDOC leave can all be taken in full-days or part-days .
Family and Domestic Violence Leave	Paid leave for employees facing family and domestic violence .	Employees facing family and domestic violence have access to paid miscellaneous leave for reasons including, to recover from illness or injury resulting from family and domestic violence, to provide care or support to family members or to make arrangements for their personal safety or the safety of relatives. This is in addition to all other paid leave entitlements .

More information

Go to the [EA page on the Hub](#), or email enterprise-bargaining@afp.gov.au.