



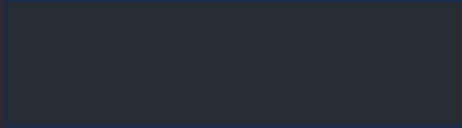
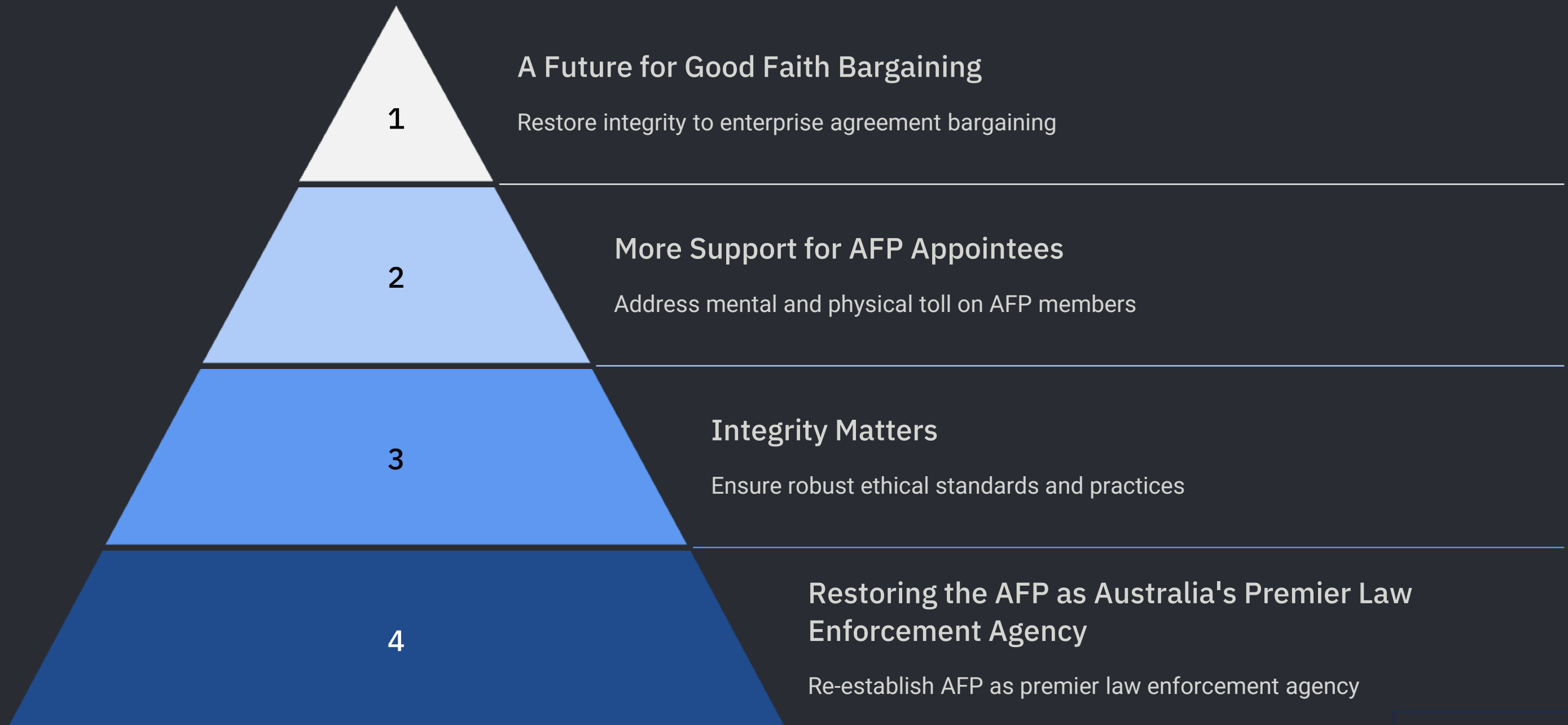
2025 AFPA Federal Election Campaign Manifesto

The 2025 federal election in Australia marks a critical juncture in the nation's political and social landscape. This election will shape the direction of the country for years to come, impacting key areas such as national security, economic stability, social justice, and environmental protection. The decisions made by the next government will have profound consequences for all Australians.

The Australian Federal Police Association (AFPA) is advocating for a transformative agenda that addresses the systemic challenges faced by the Australian Federal Police (AFP). This includes advocating for increased resources to combat emerging threats like cybercrime and terrorism, ensuring fair and equitable working conditions for AFP officers, and modernizing the AFP's technology and training to keep pace with evolving criminal tactics. The AFPA is committed to ensuring that the AFP, as a cornerstone of Australia's security framework, is equipped to meet the demands of modern law enforcement and is empowered to effectively protect the Australian community.

This manifesto outlines the AFPA's key policy positions and priorities for the 2025 election, reflecting the urgent need for a renewed commitment to strengthening the AFP and upholding the rule of law. We believe that a stronger AFP is vital for a safer and more secure Australia.

Key Pillars of AFPA Advocacy



A Future for Good Faith Bargaining

■ **Remove AFP from Public Sector Workplace Relations Policy 2023**

Enable independent and flexible enterprise agreements tailored to AFP needs

■ **Introduce tribunal system**

Allow adjudication without referral to Fair Work Commission

■ **Empower AFP and AFPA**

Engage in sensible, unconstrained bargaining for AFP-specific agreements



More Support for AFP appointees

Mandatory Sentencing

Introduce mandatory sentences for offenders harming Commonwealth public officials

Remove Punitive Reductions

Amend the SRC Act to eliminate 25 percent reduction in incapacity payments after 45 weeks

AFP Blue Card

Introduce card for government-funded psychological and medical treatment

National Commissioner

Establish National Commissioner for First Responder Mental Health and Suicide

Integrity Matters

1

Comprehensive Review

Conduct independent review of AFP Professional Standards framework

2

Clarify Definitions

Amend AFP Act to clarify "serious misconduct" and "corruption"

3

Strengthen Oversight

Extend Merit Protection Commissioner's jurisdiction and establish review panel

4

Enhance Transparency

Improve decision-making processes for suspensions and secondary employment





Restoring the AFP as Australia's Premier Law Enforcement Agency

1

Expand Workforce

Increase AFP appointee headcount to 10,000 appointees by 2028, ensuring that there is a 60/40 sworn to unsworn ratio

2

Enhance Capabilities

Conduct independent, comprehensive and broad-ranging capability review of the AFP

3

Secure Funding

Ensure appropriate funding and remove efficiency dividends

4

Modernise Operations

Equip officers with cutting-edge technologies and expand specialised units

AFPA's Vision for a Stronger Australian Federal Police

Recruitment Strategies

Launch nationwide campaigns, engage youth, and offer competitive incentives to attract diverse talent

Workforce Development

Enhance training programs, focus on leadership development, and provide continuous education opportunities

Retention Initiatives

Improve work-life balance, offer clear career progression, and implement recognition programs



Conclusion: A Safer Australia Through a Stronger AFP

The Australian Federal Police (AFP) is not just a law enforcement agency; it is a cornerstone of Australia's national integrity, security, and resilience. Its unwavering commitment to justice, adaptability to emerging challenges, and dedication to protecting Australians make it an indispensable institution. A strong AFP fosters a climate of trust and confidence within the community, deterring crime and enhancing public safety. Investing in the AFP is an investment in the future safety and well-being of all Australians.

As we approach the 2025 federal election, the AFPA calls on all political parties to prioritize the welfare and operational effectiveness of the AFP. The issues outlined in this campaign – from enhancing recruitment and training to improving mental health support and bolstering operational capabilities – are not merely suggestions but vital necessities for a thriving and secure nation. Failing to address these critical concerns will leave Australia vulnerable and undermine the effectiveness of this crucial institution. By addressing these issues, we can create a more robust, effective, and supportive environment for AFP officers, ensuring they have the resources and support necessary to protect the Australian public.

The AFPA believes that a stronger AFP is the key to a safer Australia. We urge voters to consider the importance of these issues when casting their ballots in the 2025 federal election. Let's work together to ensure the AFP has the resources and support it needs to effectively safeguard our nation.