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# The Pulse

12 January 2023

## All Staff Survey results are in – find out what we ‘herd’

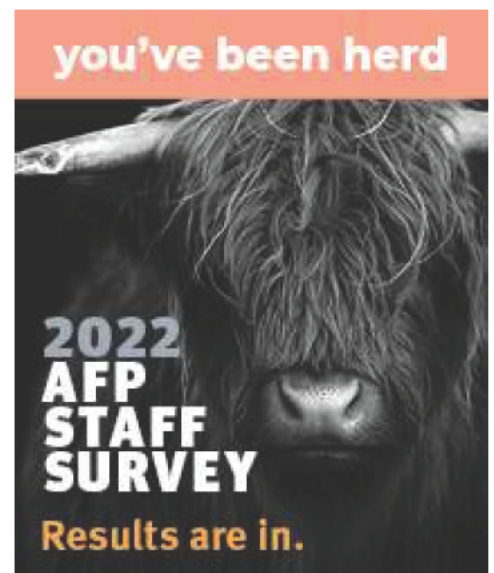
Thank you for taking the time to complete the 2022 AFP All Staff Survey and providing your honest feedback. We had more than 5,000 members participate, representing 68 per cent of our workforce, an increase from last year.

The senior executive and I value the staff survey, as it allows you to tell us what we’re doing well and where we can improve. It also keeps us all accountable as senior leaders and enables us to track our efforts against areas of improvement.

The AFP key outcome indicators of engagement, commitment, loyalty, and satisfaction remained stable across the organisation. This tells us we are sustaining the positive changes made during COVID and continuing to support our members, even with increasing domestic and international challenges. The majority of our people are proud to work for the AFP (82 per cent), and 75 per cent of our members are satisfied overall with their role and their contributions in keeping Australia safe.

I am happy we are improving health and wellbeing, with the factor score increasing from 50 in 2021 to 54 this year. With the rollout of SHIELD still in its early stages, I look forward to seeing its impact on continuing to improve health and wellbeing in the 2023 staff survey.

Further, I am pleased to see our connection to the AFP purpose remains strong. Our results have shown that goal clarity, team performance and relationships, inclusivity and supervisor performance are a strength for the organisation.



Our results also show that you want to understand the 'why' from your senior leaders, and that prioritisation, workload management, and communication need to be areas of focus for us over the next 12 months.

As well as releasing the whole-of-AFP results to you today, senior leaders have the findings specific to their commands, which will provide a greater level of feedback about staff sentiment in their areas. Over the coming months your senior leaders will discuss the results with you and develop action plans to address this feedback.

Your senior executive and I will continue to reflect on the survey results to make positive change in your work environment and will share our commitments in the near future.

Thank you once again for participating in the survey and sharing your views.



**Reece P Kershaw**

Commissioner

*Writing to you from Ngunnawal Country*

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