



# Commissioner's message

Welcome to the first AFP Platypus Magazine for 2015, and my second as AFP Commissioner. In the nine months since my appointment, the AFP has continued to undertake a challenging breadth of work – with many examples featured throughout this edition.

In March, I addressed the Lowy Institute in Sydney and reflected on our involvement in the MH17 recovery and investigation. Looking back at what we achieved by deploying teams of unarmed police into an active conflict zone was something I would have previously said was a 'bridge too far'. But we did it and we did it well.

This effort occurred alongside our ongoing response to a challenging organised crime and national security environment, including an evolving and complex counter terrorism and cybercrime landscape.

A key objective for me is to ensure that the AFP not only continues to meet these challenges, but is positioned to respond to the challenges of the future.

With this in mind, I am reforming the AFP's organisational model. The reform, which took effect on 1 July 2015, groups the AFP activities into three core functions: Operations, Capability and Capacity. These changes will deliver greater flexibility to meet our current and future challenges. Full details can be found on the AFP website.

I have also commissioned an AFP Future Directions project, to build a roadmap for the future. The project will ask direct questions about the role and functions of the AFP, and the external factors that will impact on the AFP over the next 10 to 15 years. The project will inform the policy settings needed to shape the organisation in terms of investment decisions, workforce planning, and capability development. It will not be focused specifically on crimes or crime types, but on the capabilities required to ensure the AFP is positioned to continue to effectively protect Australians and Australian interests.

The AFP Executive is also considering the valuable employee feedback from the AFP Staff Survey, which was released in April. The results have provided important insight into how AFP staff feel, both positive and negative, about their employment in the AFP. I have asked the National Manager People Safety and Security to work with all National Managers to develop strategies to respond to these issues. These include HR projects examining both performance management and promotion processes.

While this is only a snapshot of the changes ahead, I look forward to the implementation over the coming months. I ask for your ongoing support to reform the AFP to meet our future challenges.

I hope you enjoy this edition of Platypus Magazine.

Commissioner Andrew Colvin