



Standing Committee on Justice and Community Safety

Inquiry into Annual and Financial Reports 2022-2023 **ANSWER TO QUESTION TAKEN ON NOTICE**

Asked by Mr Jeremy Hanson MLA on 23 November 2023: Mr Neil Gaughan took on notice the following question(s):

Reference: Hansard [uncorrected] proof transcript 23 November 2023 [PAGE 4-5]

In relation to:

MR HANSON: Great. In terms of total numbers, how many officers have left the service, what is the attrition rate?

Mr Gaughan: Yes, so I will provide some information in relation to our attrition rate, Mr Hanson, if you would just give me a moment. I will say that the attrition rate has not substantially changed over the last number of years. The attrition rate for ACT Policing in 22-23 was 3.21 per cent. Five years ago that attrition rate was 4.3 per cent, and ten years ago that was 3.53 per cent, so it is fairly low consistently. I will, however, just for completeness inform the committee that we also do lose during the course of each financial year a number of people to the rest of the AFP, but those numbers are obviously supplemented from some people from the rest of the AFP coming back to us, but also through new recruitment, and that number sort of sits somewhere between 50 and 60.

MR HANSON: Is that counted in your attrition rates when you talk about—

Mr Gaughan: No, it is not.

MR HANSON: —that 3 per cent, so it is not?

Mr Gaughan: No, it is not, but we can provide that detail. We have the data.

Minister for Police and Emergency Services: The answer to the Member's question is as follows:—

ACT Policing's attrition rate of 3.21% is applicable to separations from the organisation. During 2022-23 a headcount of 24 sworn Police Officers separated from ACT Policing.

In addition to the attrition rate, ACT Policing facilitates the mobility of sworn Police Officers between ACT Policing and the AFP. During 2022-23 ACT Policing facilitated the following number of sworn transfers in (including newly graduated recruits) and out of ACT Policing:

	Sworn Transfers Into ACTP	Sworn Transfers Out of ACTP
Total 2022-23	177 (includes 93 new recruits)	180

The number of transfers in and out of ACT Policing is inclusive of ALL transfers between ACT Policing and the AFP regardless of the length of transfer. These figures encompass both permanent and temporary transfers. Temporary transfers can be for any duration and occur for various reasons including fixed term roles, higher duties opportunities, training programs, and specific taskforces.

ACT Policing is unable to provide detail regarding how many of its sworn Police Officers departed in 2022-23 to join other police jurisdictions as ACT Policing does not collect this type of data.

Approved for circulation to the Standing Committee on Justice and Community Safety

Signature:



Date: 6/12/2023

By the Minister for Police and Emergency Services, Mr Mick Gentleman MLA