



AFPA BULLETIN:

AFPA Bulletin: EA2 Update - No. 13

Working Pattern Review Dispute -
How it relates to the EA Offer

25 January 2012

PROFESSION

EMPLOYMENT

WELFARE

LIFE

We have had a number of enquiries regarding the Working Pattern Review, and how it relates to the Enterprise Agreement Offer, including Attachment C.

The Working Pattern Review Dispute is still continuing. It will remain active until such time as the AFP Collective Agreement 2007-2011 no longer applies.

The next hearing date is set for 10 February, however the AFP have sought an adjournment from Fair Work Australia, until after the vote for the Enterprise Agreement has taken place.

If there is a YES vote, once the new Enterprise Agreement comes into effect, the AFP CA 2007-2011 (and therefore the dispute arising from it) will cease to apply.

At this point, the payment of Composites will be determined by Attachment C (and Attachment D) of the new Enterprise Agreement.

If there is a NO vote, the AFP CA 2007-2011 still applies, as does any dispute arising from it.

As a part of the Working Pattern Review that was undertaken following the NO vote for EA1, employees were asked to put in business cases to support their claims to retain a Composite. While the Working Pattern Review Dispute itself is not related to the Enterprise Agreement Offer, several issues arising from the review have been incorporated into the EA Offer:

- There are more roles included than in EA1, due to the business cases being taken into account;
- High Volume Operations are now included;
- Fixed Term Mobility is again included as a concept, which maintains a composite for a number of employees who received letters under the Working Pattern Review; and
- The list that determines which roles are assigned to various working patterns that attract a Composite is now an Attachment to the EA, rather than a stand alone Determination.

This last point was a hard fought change from EA1 demanded by the AFPA. It will be of great benefit to our membership over the life of the Agreement, as means that the Attachment is subject to both the Consultation and Dispute provisions in the EA.

During the Consideration period, please take the time to check the Attachments to determine whether you will be in receipt of a Composite allowance. This includes the preamble clauses at the beginning of Attachment C. It states that clerical and administrative roles within teams listed are assigned Support Working Pattern.

If you are unsure if your role is included, contact the AFP Employee Relations Team in writing. They can then clarify for you in writing, so you are properly informed prior to casting your vote for the EA Offer.

Jon Hunt-Sharman
National President
Australian Federal Police Association

If you have any comments on this bulletin or any other queries please contact
your local representatives or the AFPA National Office on afpa.office@afpa.org.au.

Authorised by

Jon Hunt-Sharman, President, Australian Federal Police Association