



AFPA

AFF CA IMPLEMENTATION UPDATE 1

16th April 2007 – IMMEDIATE DISTRIBUTION

NO CHANGE TO SHIFT ROSTERS

There can be no changes to shift rosters (unless agreed by all parties) with transition to the operation of the new agreement without a review of all roster practices in the organization and then a consultative process undertaken with all affected employees and the Australian Federal Police Association.

During negotiations the AFP and AFPA agreed to a review of all AFP roster practices: - to ensure that they comply with roster principles in the new collective agreement and that until such time that the review is conducted, custom and practice relative to current roster practices, including minimum strength, are maintained.

This agreement was one of a range of additional issues that the AFP and AFPA agreed during the negotiation process to facilitate the fair operation of the new collective agreement.

It is likely that this review may take some time to complete and the AFPA will be arguing for a robust approach consistent with the roster review that was undertaken last year and aiming to have roster practices that comply with the roster principles outlined in the agreement while retaining the capacity for the parties to agree on changes that suit the operational needs of their workplaces.

Any proposed changes that arise out of this review will need to be consistent with the roster principles outlined in the collective agreement and relate to a clear operational need. Such changes will also be subject to the additional consultative requirements of the collective agreement.

Any attempt to make such changes outside this approach will be clearly in breach of the new collective agreement and will lead to an industrial dispute. This includes any changes to either remove the existing 21st shifts under Port Hedland roster arrangements or to move away from 12 hour shift arrangements.

This message will be sent to all National Managers with responsibility for areas that have roster arrangements. If you have any concerns please raise them with your local AFPA representative or Zone Coordinators/Vice Presidents.

If you have any concerns about the issues raised in this bulletin please contact your local representatives or the AFPA National Office on afpa.industrial@afpa.org.au for more information.