



AFPA

AFP CA IMPLEMENTATION UPDATE 4

17th April 2007 – IMMEDIATE DISTRIBUTION

Continuation of Commercial Composites for Pre-Purchased hours

Some members of the Australian Federal Police Association (AFPA) have contacted the AFPA National Office concerned that agreements to pre-purchase hours made under the AFP CA 2003-2006 will be invalidated by the new AFP CA 2007 – 2011, or that management is seeking to terminate these agreements. **This is not possible under the new AFP CA 2007-2011.**

The AFP CA 2007 – 2011 has no impact on part time or flexible working arrangements or commercial composite pre-purchase of hours arrangements where the employee translates into the support working pattern other than to increase the composite payment from 3% to 4% per hour.

Section 52 - 289 of the CA 2007 – 2011 states:

“Where an employee...has a pre-existing agreement or arrangement in place to pre-purchase hours, that agreement or arrangement will continue until its expiry date. Where such an agreement or arrangement does not include an expiry date, it will be deemed to expire on 1 July 2008.”

This includes ad hoc arrangements without formal documentation. As long as the employee can show that they were receiving a consistent payment prior to the implementation of the new CA in relation to pre-purchase of hours it will continue.

Furthermore, Section 52 – 290 states:

“All pre-purchased hours will be paid at a rate commensurate with the pre-purchased hour’s provisions within the Support working pattern of this agreement”

Therefore, any pre-purchased hours will be paid at the four percent (4%) per hour of annual base salary under the AFP CA 2007 – 2011, rather than the previous agreements 3% per hour.

So that we are kept informed of issues please immediately advise your AFPA Zone Coordinators if anyone from your local management team try to unilaterally change your composite, as this is a breach of the CA. Help the AFPA protect your working conditions by advising us in a timely manner.

If you have any concerns about the issues raised in this bulletin or other CA 2007- 2011 queries please contact your local representatives or the AFPA National Office on afpa.industrial@afpa.org.au for more information.