



AFPA

AFP CA IMPLEMENTATION UPDATE 4.1

18th April 2007 – IMMEDIATE DISTRIBUTION

URGENT UPDATE

Continuation of Commercial Composites for Pre-Purchased hours

The AFPA National Office is receiving complaints that Commercial Composite arrangements have been cut without any consultation with members. This is of course in breach of the CA 2007-2011 Section 52- 289 and Section 52-290. The AFPA National office has raised our concerns directly with AFP Employee Relations and they are looking into the matter. The AFPA National Office will keep you informed of developments. We are hoping to resolve it and have the AFP put out a clarification message to all AFP staff today.

YOUR PRE-PURCHASED HOURS COMPOSITE IS PROTECTED BY THE AFP CA 2007 - 2011

This includes ad hoc arrangements as well as written agreements. Members should identify where they have been receiving payments for pre-purchase of hours. It does not include extra composite paid for purposes such as to increase role value, to cover on call or to purchase 24/7 flexibility. These areas have been addressed in the CA through pay rises, on call payments or changing work patterns. When this has been done members should contact pay team and question the removal of composite without consultation.

DISPUTE AVOIDANCE AND SETTLEMENT PROCEDURES

Where this matter does not resolve itself by COB 20th April, the AFPA advises members to take action under the dispute avoidance and settlement procedures.

1. On Monday 23 April 2007, or thereabouts, commence in writing (e-mail) the Dispute Avoidance and Settlement Procedure as articulated in Section 47 of the CA. STEP 1.
2. Electronically copy this e-mail to the AFPA Vice President Andrew Glew on Andrew.glew@afp.gov.au so he can assist you in the ongoing process and bcc it to the AFPA National Office for our records on afpa.industrial@afpa.org.au
3. If necessary, follow the further STEPS within the Dispute Avoidance and Settlement Procedure, again electronically copying those e-mails to the AFPA Vice President Andrew Glew on Andrew.glew@afp.gov.au so he can continue to assist in the ongoing process and continue to bcc it to the AFPA National Office for our records on afpa.industrial@afpa.org.au
4. Continue this process until the internal dispute is resolved or if the matter is not resolved, it is referred by the Vice President Andrew Glew to the AFPA Legal Team for external dispute resolution action.

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.