



# AFPA

## AFP CA IMPLEMENTATION UPDATE 5.4

30<sup>th</sup> April 2007 – FOR IMMEDIATE DISTRIBUTION

## Federal Operations: Weekend Penalty Provisions

The AFP CA 2007 – 2011 is not significantly changed from the agreement that it replaced other than by providing new penalty and overtime provisions and a longer reconciliation period. With a focus on work pattern and the inclusion of penalty rates and overtime hours, the AFP CA 2007 – 2011 contains many provisions which safeguard the work/life balance.

### **WEEKENDS – Double Time Overtime Payment**

Section 20.2.4 g & h) *“Employees will not be required to work more than an average of one (1) in two (2) weekends reconciled over the three calendar month averaging period...”*

*Where an employee is required to work more... that employee shall be paid an additional base salary hourly penalty rate for each extra weekend day worked”*

### **I worked three weekends in a row. Do I get a penalty payment for the third weekend?**

No. Weekends are reconciled over the quarter. Where there are 12 weekends in a quarter, you can be required to work six before you trigger a penalty payment.

### **I worked Saturday one weekend and Sunday the next. Does this count as one weekend or two?**

This counts as two weekends. The weekend period is a 48 hours beginning 0000hrs Saturday and 2400hrs Sunday. Any period of duty completed within that period is considered to be a weekend. Working both days on a weekend is considered to be one weekend.

There will be misunderstanding in relation to the new penalty and overtime provisions. They are legally enforceable. The AFP corporately has agreed to these provisions. The provisions have been designed to reduce excessive hours and unreasonable 24/7 demands being placed on operations employees.

To help avoid disputes we recommend that you advise your team leader of your entitlements at the time he/she requests you to perform such duties and not after the duty has been done, so he/she has a clear understanding of the impact of the request.

So that we are kept informed of issues please immediately advise your AFPA Zone Coordinators if anyone from your local management team attempt to place pressure on you not to claim your legal entitlements. 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- 2001 queries please contact your local representatives or the AFPA National Office on [afpa.industrial@afpa.org.au](mailto:afpa.industrial@afpa.org.au) for more information.**