



AFPA

AFP CA IMPLEMENTATION UPDATE 5.5

2nd May 2007 – FOR IMMEDIATE DISTRIBUTION

Federal Operations: Guidelines for consecutive duty

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.

Guide lines for consecutive duty

Section 20.2.4 j) *“Unless agreed by the affected employee(s), there will be no requirement to work more than seven (7) eight (8) hour shifts in a row or three (3) twelve (12) hour shifts in a row”*

I have just worked 8 consecutive 8 hour shifts. What happens?

The AFP can require you to work beyond these guidelines if there is an emergency or for operational reasons. Operational reasons are detailed within the agreement and include;

- a) an urgent investigative enquiry;
- b) enquiries for an ongoing investigation;
- c) electronic and physical surveillance;
- d) incidents affecting national security;
- e) records of interview and arrest;
- f) obtaining and completing urgent witness and police statements;
- g) preparation and execution of warrants;
- h) attending court;
- i) completion of an outstanding brief of evidence to meet the judicial timetable;
- j) rostered response situations where flexible rostered duty is required to meet the AFP's contingent operational responsibilities;
- k) covert operational requirements
- l) Close Personal Protection operational requirements; and
- m) ASO operational requirements

There is no expectation that an employee will be required to perform routine tasks in breach of these guidelines. If this is occurring, the employee should raise the issue with their team leader.

I want to work 8 consecutive 8 hour shifts in order to take time off in lieu a week later. Can I do this?

Yes. You would need to get agreement from your team leader to do so. However you can not work more than ten consecutive days without incurring a double time hours penalty provision.

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 for more information.