



IMPORTANT MESSAGE

AFPA PROTECT PUBLIC HOLIDAYS

12th July 2007 – IMMEDIATE DISTRIBUTION

AFPA PROTECT PUBLIC HOLIDAY PENALTIES

Australian Federal Police Association (AFPA) National President Jon Hunt-Sharman and AFPA Manager, Industrial Relations, Dave Smith, met with AFP management this week to halt recovery action from the AFP arising out of a disputed interpretation of the treatment of public holidays.

The dispute has arisen out of an AFP interpretation of the treatment of public holidays (when rostered off) that is at odds with the way an identical provision in the AFP PS CA was interpreted over the life of that agreement and is at odds with the AFPA's position. In brief custom and practice provided that the payment for a rostered off public holiday varied depending on the length of shift a member would otherwise have worked if rostered on (either 8, 10 or 12 hours).

The AFP position, that the payment is limited to 8 hours regardless of length of shift normally worked. Additionally, the AFP position that public holidays would not be paid if a member was on recreation leave either side of the public holiday runs counter to the wording of the CA and custom and practice.

The AFPA also raised a range of other concerns with regard to interpretations of public holiday provisions by the AFP that run counter to previous practice

The AFP agreed to engage in further discussion on the public holiday provisions and as a show of good faith, agreed to halt any attempt to reclaim monies paid until the AFP and AFPA had come to an agreed position over public holiday penalty payments.

The AFPA will continue to argue the case for all employees to receive the full penalties that they are entitled to under the CA. The AFPA will keep you informed of the outcome of these discussions.

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.