



# AFPA BULLETIN FOR ACT POLICING MEMBERS

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## AFPA ACT Policing October 07 Bulletin

### ACT Roster Review

Below is some important information in relation to the ACT Roster Review and how it may impact on members:

***AFP CA 2007-2011 Section 117.***

*Shift working arrangements may be varied to meet the operational needs of a particular workplace. Such changes will be developed in consultation with affected employees and, where they choose, their nominated representatives, including a registered industrial organisation.*

The above section of the collective agreement allows for a consultative process to be undertaken when changing work patterns. The AFP is entitled to facilitate such changes and any such changes must meet with the provisions contained in S119.

This does not preclude individual members, for what ever reason entering into shift variations on an individual basis so long as they do so on a genuine and freely negotiated basis. Having said this, the practicalities of this are limited due to the nature of the teams model in place in most shift working areas in the ACT.

The ACT Executive have elected to conduct a review of working patterns, They have consulted, albeit one email to solicit responses from members and the placement of AFPA Vice President ACT, Sgt Dennis Gellatly on the review team – unfortunately it did not offer up any proposals at the time and as such most members would not have replied as there nothing to comment about.

It appears most members are reasonably happy with the current roster – it may require some adjustments but in general members seem happy with it. There are also members who feel it does not meet their personal requirements

The AFPA accepts no roster covering 24/7 requirements will be acceptable to all, including our employer. The main issue will be does any proposed roster comply with Section 119 and the need to meet operational requirements and accommodate employee preferences to achieve a healthy work-life balance.

The Watch House is currently trialing a 10 hr 6 line rotating roster as the result of a formal dispute being lodged by the AFPA. This trial is until any Roster Review is undertaken and finalised. Any permanent change to the watch house roster will be included in the regional assessment. This is due to the fact all members in the ACT are expected to be prepared

to work in the Watch house on a 20 week rotational basis and should therefore be allowed to comment.

I have seen a couple of draft 10 hr rosters during the Watch House trial but have not been formally involved in the current review. Like all of you, I will need to see the proposed roster or rosters.

In the event the Review team comes up with a CA compliant roster, members will need to be mindful of the fact rest periods only need to be satisfactory to allow recovery from periods of duty. There is no requirement for any roster to have long periods off duty per se but members should be given sufficient breaks to fully recover.

The trail watch house roster for example has two periods where members after night shifts (one three nights and the other two nights) where the member ends duty at 0600hrs, has the next day off and then starts back on dayshift. Members do not believe this is a satisfactory recovery period and was raised as such at the commencement of the trial and an undertaking has been given to try to remedy this issue.

We all await the proposed replacement roster to allow a considered reply. It is in the interest of all ACT Policing members to show an interest in this matter, including those who are not required at this time to work shifts, as there is nothing to stop you being directed to perform shift work at any time.

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AFPA ACT Policing

**If you have any concerns about the issues in this bulletin or other industrial 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.**