



# AFPA Bulletin: Aviation Administrative Advice Amendment – 190 Hours

**The AFPA had become aware of an Aviation Administrative Advice regarding the usage of Recreation Leave and Aviation Portfolio targets that was in direct contravention of entitlements under the AFP Collective Agreement 2007-2011. The AFPA raised concerns, and Aviation has now released an amended version of Administrative Advice AA 003/2007 which includes our amendments.**

While the intention of NMA in the original Advice was to facilitate the management of leave, there cannot be a direction to keep balances below 190 hours, or have accruals above 190 hours subject to approval by Airport Police Commanders.

No employee covered under the Collective Agreement 2007-2011 can be directed to maintain a balance of only 190 hours.

The original advice stated: "...require that: Recreation Leave balances for Aviation staff not exceed 190 hours; and APC approve accrual of leave in excess of 190 hours.....".

An alternate version has been distributed, after consultation with the AFPA. This amended version states: "...set portfolio target.....Aviation staff are *encouraged* to maintain a cumulative recreation leave balance of around 190 hours.....APC will ensure staff are taking adequate breaks and will maintain responsibility for negotiating the reduction of leave in excess of 304 hours.....". This amended version is supported by the AFPA.

We agree that NMA can state targets that the Aviation Portfolio may wish to meet, and also that it is appropriate to encourage staff to assist with leave management. However, while employees can be *encouraged* by Aviation Management, they cannot be *directed* to take leave in excess of 190 hours.

The regular taking of leave, as well as the early application of leave, is something the AFPA encourage, in the interests of a healthy work/life balance. Even though the CA allows for it, having staff reach the figure of 304 hours in practical terms is not very beneficial to either employees or the organisation, as there is no room to manoeuvre with dates for the taking of this excess leave.

If you are still being directed to reduce your leave balance to 190 hours, please contact your Zone representative (ASO Zone Mike Hollis or CTFR Zone Gary Griffin, Chris Chatterton or David Hay), or the AFPA National Office for assistance in raising a dispute under Clause 47 of the CA 2007-2011.

**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](mailto:afpa.industrial@afpa.org.au) for more information.**