



AFPA Bulletin: CONCERNS OVER AFP ROSTER REVIEW

A number of our members working with Uniform Protection and Aviation CTFR have raised concerns in relation to roster reviews conducted by the AFP.

The concerns are varied and some what contradictory with some members wishing to retain the 21st shift, others wanting its removal, others wanting the introduction of proposed rosters and others wanting proposed rosters put on hold.

Over some months AFPA Delegates have been involved in ensuring improved consultation by AFP managers with affected employees, where issues have been identified by our members. This has been done on a case by case basis with significant improvements in consultation.

On 6 June 2008 the AFPA National President met with AFP National Manager Protection (NMP) Mark Ney to discuss the removal of the 21st shift. He advised that he was required to find efficiencies within his portfolio. He advised that a review was conducted and significant efficiencies were identified through the removal of the 21st shift. NMP advised that he is now acting on these recommendations as part of his fiduciary responsibilities.

The AFP Commissioner and his delegates have an obligation to manage the AFP efficiently. If the proposed rosters comply with the CA Roster principles then there is no legal action that can be taken by the AFPA, or anyone else, in relation to the removal of the 21st shift.

If the proposed rosters do not comply with the CA roster principles then the AFPA can take action against the AFP to ensure that they comply. However, the AFPA is mindful of our members' wishes and if all affected employees wish to accept rosters that do not comply with the CA principles (through a vote or other process) then we will support their decision as long as they have been fully informed of the CA breaches prior to making their decision.

On 11 June 2008 the AFPA National President met with AFP National Manager Human Resources (NMHR) Rudi Lammers. NMHR advised that his position is that any proposed rosters must comply with the CA Roster principles and that he had tasked the Employee Relations team to audit the proposed rosters against the CA Roster principles. He invited the AFPA to nominate a representative to work with the AFP Employee Relations team. The AFPA National Office has nominated our Industrial Officer Jodie Potter to jointly work on the roster audit with the AFP.

The AFPA will keep members informed of developments on this important issue.

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.