



AFPA Bulletin – 17 July 08: 4.5 to 5.2 Policing Advancement Arrangements on Domestic IDG missions

The AFPA has raised the Policing Advancement Arrangements with the AFP after receiving advice that members in policing employed by IDG and deployed on Operation Pleach, are not receiving advancement from 4.5 to 5.2 because their deployments are not overseas.

The AFP maintains that the CA 2007-2011 does not include provisions for advancement as mission service with IDG must be overseas. The broadband advancement arrangements state:

1.2.4 Advancement from AFP Band 4 to AFP Band 5

8. Team member advancement from pay point 4.5 to 5.2 will occur on the anniversary date of the employee's last advancement or their engagement subject to meeting the following criteria:..

c) where the employee is at pay point 4.5 and is assigned duties to one or more of the following roles:

- i. Learning and Development;
- ii. Professional Standards;
- iii. **Mission service within the International Deployment Group; or**
- iv. any other role identified by the Commissioner over the life of the Agreement;...

The AFPA maintains the view that the CA does not specify any requirement that mission service must be overseas, nor does it specifically preclude domestic missions/operations.

At the time of CA negotiations, it was the case that IDG was only used for overseas missions as per its namesake. However, currently operational requirements have demanded that IDG members be deployed domestically. This is due to the ability of the IDG to deploy members within short time frames to address immediate operational needs. While we understand the AFP's perspective, and recall that the IDG may have originally been designed for international deployment, it is our position that the advancement strategy in the CA accommodates the flexibility that the IDG has begun to exercise.

The AFPA is seeking for the AFP to declare Pleach as mission service and recognised under clause 8(c)(iii). Alternatively, the AFPA is seeking for Pleach to be recognised under clause 8(c)(iv) as "any other role identified by the Commissioner over the life of the Agreement." Either way this will achieve the same outcome and the advancement arrangements will apply.

This matter is being raised with the Commissioner and we expect a just and fair outcome for our members.

We strongly believe that while CA provisions to both advance and deploy within IDG may have been originally related to overseas missions, now that IDG operational deployment is occurring domestically, so too should advancement.

For further information, or to raise any other issues, the AFPA's representatives and a discussion forum for each Zone can be found at www.afpa.org.au