



## **AFPA Bulletin – 2 October 08: 4.5 to 5.2 Policing Advancement Arrangements approved for Pleach**

**You may recall the AFPA had raised the issue of Policing Advancement Arrangements with the AFP after receiving advice that members in policing employed by IDG and deployed on Operation Pleach, were not receiving advancement from 4.5 to 5.2 because their deployments were not overseas.**

The AFPA was seeking for the AFP to declare Pleach as mission service and recognised under clause 1.2.4(c)(iii), or, alternatively, recognised under clause 1.2.4(c)(iv) as “any other role identified by the Commissioner over the life of the Agreement.” Either way this would achieve the same outcome and the advancement arrangements would apply.

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:..*

*a)...*

*b) subsequent to the lodgement of this agreement the employee has served at least two years, in one or more of the following roles:*

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

*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;...*

**We can confirm that Commissioner Keelty has agreed to include Pleach, and has signed AFP CA Determination 4 of 2008. It states:**

*Roles in Operations & Missions – Operation PLEACH be indentified for the purposes of subparagraphs 1.2.4(b)(iv) and 1.2.4(c)(iv) of Attachment B to the AFP Collective Agreement 2007-2011.*

The AFPA is very pleased that Commissioner Keelty has decided to include Operation Pleach consistent with the AFPA’s position. This is a positive outcome for all affected members. The AFPA would also like to thank AFP Employee Relations for their role in the resolution of this important outcome for our members.

**If you have any concerns about the issues raised in this bulletin or other CA 2007 – 2011 queries please contact your local representatives or visit your AFPA Zone Discussion Forum at <https://secure.afpa.org.au/members/> If you have forgotten your password, contact the AFPA National Office on Ph 02 62851677 or 162484 for a new password.**