



MEMBER UPDATE

AFPA Industrial Dispatch #16

22 August 2017

Welcome to the AFPA Industrial Dispatch, a regular bulletin to keep our members up to date with significant industrial issues.

CURRENT SIGNIFICANT ISSUES

AFP Mental Health Survey

In order to improve the services available to members, the AFP needs to understand the issues you face. The AFP Mental Health Survey will help to provide that information, and as such we encourage you to take part. The survey can be accessed anonymously, so you should not be concerned that the AFP is linking individuals to responses.

The health and wellbeing of all AFP members is a key concern of the AFPA, and we support the AFP's efforts to better understand what is happening and increase the level of support members have access to.

The survey can be found at: <https://www.surveymonkey.com/r/LKYLGCS>

Comcare In-house Facilitation

Comcare has introduced a new In-House Facilitation process that gives parties an alternative dispute resolution process.

In-house facilitation provides an opportunity for employees and employers who are in dispute over a decision to participate in a facilitated conversation with a qualified mediator. In-house facilitation aims to negotiate settlement of claims related issues.

In-house facilitation is free and is currently available in Canberra and Melbourne.

To register your interest for In-house Facilitation please email Comcare on facilitation@comcare.gov.au or phone the Disputed Claims team on 1300 366 979.

Professional Standards - contact with the AFPA

Reminder: if you are contacted by Professional Standards, we encourage you to contact the Legal Industrial Team immediately.

Feedback from members is that they are often shocked to have been contacted by PRS and confused about who they can and can't discuss the matter. We remind members that you are perfectly entitled under the Fair Work

regime to discuss any contact from PRS with the AFPA. Contact with the office is confidential and we will not take any further action unless you wish.

Further - if you are working interstate or internationally with the AFP and not available to attend our office, please still feel free to contact our office as soon as possible by phone or email if needed. Our Team can provide you with support and action your matter to ensure it is addressed without delay.

When should you submit an integrity report?

The AFP National Guideline on Integrity Reporting provides that there are three situations where an appointee must submit an integrity report to Professional Standards. These are:

- 1) Where an appointee has a declarable association
- 2) Other situations where an appointee's integrity may be called into question
- 3) Reporting another appointee suspected of having an integrity issue where that suspicion does not amount to a complaint about a conduct issue

The AFPA is aware that these obligations are broad in nature and if you are in doubt of your obligations, please contact the AFPA.

An integrity report must be made to Professional Standards (PRsOMC@afp.gov.au). We have had cases of members reporting matters to their supervisors, Safe Place or the Confidant Network, which according to the National Guideline, are not sufficient to discharge their obligations under the National Guideline.

Use of social media

Social media is widely used amongst individuals to share and facilitate contact with others in relation to their personal lives. Often there is a cross over between personal relationships and employment relationships.

Many people will have work colleagues as 'contacts' and 'friends'. However, government employees, particularly those with the AFP should be aware that using social media sites brings with it inherent risks and exposure.

Frequently AFP employees are made aware of the fact that improper use of social media may have an impact on their employment. This extends to all employees so you should be sure that any comments they make on social media do not seriously call into question your behaviour, social values, government or AFP policy, or anything else that may potentially cause embarrassment to the AFP.

While this is based on common sense, it appears there is potential for social media to get an employee in trouble when other users 'like' or 'share' or 'tag' an unsuspecting employee in material. Your conduct can be called into question even if you are not aware of and/or do not share the same views as the person posting those views. In the event an offending post is generated by another user, if your social media is linked in any way it can be viewed as your endorsement of the material expressed in those posts.

Remember if you are unsure about material on your site, chances are it is better to delete it. The AFPA wishes to remind members to check their specific social media obligations under AFP governance.

Maternity Leave – Application to the Fair Work Commission - update

As noted in Dispatch #15, the AFPA has made an application to the Fair Work Commission on behalf of a member relating to discrimination on the grounds of sex and pregnancy. The application relates to members who have taken maternity leave at half pay for over 16 weeks and have had their advancement delayed due to that period of time not being counted towards 'service'.

The Fair Work Commission will hold a Conciliation Conference for the AFPA and the AFP this Thursday 24 August.

Look out for a further update in the next Dispatch.

INDUSTRIAL QUERIES

If you have any industrial queries or queries about issues raised in this Dispatch, please contact vicki.linabury@afpa.org.au or sara.gorman@afpa.org.au.



Australian Federal Police Association

Level 3/53 Blackall Street, Barton ACT 2600, PO BOX 4576, Kingston ACT 2604
p (02) 6285 1677 | **f** (02) 6285 2090 | **e** afpa@afpa.org.au
www.afpa.org.au