



MEMBER UPDATE

AFPA Industrial Dispatch #22 28 November 2017

CURRENT SIGNIFICANT ISSUES

Conduct over the Christmas period

With the Christmas season upon us it is important to remember what your employer expects of you regarding conduct. Conduct issues can be established in response to behaviour that occurs both within and outside the workplace.

In an environment where behaviour can be readily recorded on mobile phones and other devices it is important to always remember to be mindful of your conduct and how your conduct may be viewed if presented to your employer.

We hope everyone enjoys the festive season but please remember your obligations in relation to treating others with respect and self-reporting if you are in or observe a questionable situation.

Reporting of near misses

Our members' health and safety at work is very important to us and we recognise the unique dangers faced by members due to the nature of the AFP's business. While there are mandatory reporting requirements to Comcare of incidents resulting in illness, injury or a dangerous event, the AFP's incident reporting system invites employees to also record 'near misses'.

If you have avoided illness, injury or a dangerous incident, for example, if a motor vehicle was driven at you whilst you were undertaking traffic duties, we encourage you to report this via the AFP's incident reporting system in Insight. It is important for your employer to know when these incidents occur, so they can introduce measures to lower such risks.

If you are not certain about reporting an incident, please contact the Team.

Outreach visits – ACT Policing

Anish and Sam from the Team made further station visits in the past fortnight. Time was spent with ACT Policing members at the Winchester Police Centre, Gungahlin Station and Woden Station, discussing both personal employment issues and big picture concerns around budget, resources and staff movements. Thanks to the respective OICs for facilitating these visits and for their hospitality.

If you were not able to meet with our staff but have something to discuss, please call the Team on 02 62851677.

Look out for more information in the new year about our plans to meet with members around the country.

Directions issued by Professional Standards

Under Part V of the *Australian Federal Police Act 1979*, PRS may direct a person who has allegedly breached the AFP Code of Conduct or a witness to such a breach to attend an interview, answer questions, produce documents or provide any other information which may be relevant to an investigation.

Over the past few weeks we have spoken to several AFPA members about their rights and obligations as a witness to an ongoing PRS investigation. Put simply, whether you have been directed to provide information in response to an allegation of wrongdoing or as a witness, our recommendation to all members is to:

1. Speak to the AFPA Legal & Industrial team about your rights and having someone attend the interview or provide any other assistance;
2. Ask PRS whether you will be attending as the alleged wrongdoer or **witness**;
3. Comply with the direction by providing all relevant information; and
4. Once you have been issued with a direction, remember you cannot speak to any other person about the direction or any other details about the investigation without authorisation from PRS. This includes when an investigation has concluded.

Secrecy provisions

Following on from the article above, as AFP employees, you are bound by a number of secrecy provision regarding the disclosure of operational or other prescribed information.

PRS interviews are also subject to the secrecy provisions in the *Australian Federal Police Act 1979* and Regulations. This extends to Outcome Notifications of PRS matters.

Any discussion of PRS matters without relevant authorisation may give rise to a conduct allegation. This includes discussions in the workplace surrounding PRS investigations. The secrecy provisions extend to PRS witnesses in matters. For example, if you have made a CRAMS complaint, or are identified in a CRAMS complaint as a witness, any interview or discussion with PRS is subject to the same provisions of confidentiality.

PRS can issue authorisations for persons to discuss matters with certain identified persons. If you wish to discuss a PRS matter, please ensure you obtain the appropriate authorisation. An exception to this rule is you do not need authorisation to discuss your matter with the AFPA. If you require advice in relation to PRS interviews or matters, or regarding the secrecy obligations, please do not hesitate to contact the Team.

INDUSTRIAL QUERIES

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



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