**­­­11 July 2017**

**Australian Federal Police Association**

MEDIA STATEMENT

**Respect is listening to what another has to say: AFP reject enterprise agreement**

The Australian Federal Police Association President Angela Smith says the overwhelming message of discontent that has arisen from the results of the enterprise agreement vote released late yesterday ought to send a strong message to the AFP that our members will not be dictated to when it comes to their terms and conditions.

The vote participation rate was an all-time high of 87.2% of eligible AFP employees. The vote results were:

* **NO: 80.88%**
* **YES: 19.12%**

This huge voter turnout and the solid ‘no’ result gives us a clear mandate to go back to the AFP and firmly defend the rights and conditions of our members.

The AFP must immediately return to the bargaining table and re-negotiate a new and improved agreement that will be acceptable.

We refuse to accept that the AFP need to hold a series of focus groups to gain insight into why much of the workforce rejected the agreement. This is just another delay by the AFP to the already lengthy and mismanaged bargaining process.

We have repeatedly highlighted employee concerns with the agreement, but they have fallen on deaf ears.

If the AFP had paid attention and taken us seriously as a legitimate employee representative over the past 18 months of bargaining, they wouldn’t have found themselves in this embarrassing situation.

Instead, the AFP put forward an agreement that didn’t support operational outcomes, in line with the government’s unfavorable workplace bargaining policy, The AFP has made no attempt to seek an exemption from the government’s workplace bargaining policy, preferring to hide behind the policy framework during bargaining and as part of the rejected agreement.

This crushing defeat should immediately prompt the government to exempt the AFP from its unreasonable workplace bargaining policy. Something we have repeatedly called on the government to act on for months, however they have flatly refused to budge on their Policy position.

The Turnbull government must now do what the Abbot government did for defence personnel by exempting the AFP from its bargaining policy and offering pay deals with real wage rises that don’t attack conditions.

Our members deserve to be treated with dignity and respect. When you treat your employees as offensively as the AFP have, it comes as no surprise to us, why morale and motivation is at an all-time low, with a considerable number of the workforce having lost trust and confidence in the AFP leadership.

**For comments:**

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