



MEMBER UPDATE

AFPA Enterprise Agreement Bargaining Update

Dear members,

EA Bargaining continued over Tuesday and Wednesday last week, with Safety Nets for the Operations Working Pattern being addressed, along with the salary increases to be applied over the life of the new Enterprise Agreement.

Safety Net Provisions:

It has been proposed the following Safety Nets will apply for the Operations Working Pattern:

Safety Net:	Consequence:
1. An Employee will not be required to work more than 14 continuous hours in a 24 hour period.	Payment at the Overtime Rate for each hour worked in excess of 14 hours.
2. An Employee will not be required to work more than: <ul style="list-style-type: none"> • seven consecutive shifts of less than 10 hours; or • six consecutive shifts of 10 hours; or • five consecutive shifts of more than 10 hours 	Payment of any additional consecutive shift at the Overtime Rate.
3. If an Employee is required to work 10 or more consecutive shifts (inclusive of Overtime and any recall to duty, where the attendance is for more than six hours on each day).	The Employee will be stood-down for two calendar days before being required to resume duty.
4. Where an Employee is not stood-down for two days as required.	Additional payment at the Base Salary Hourly Rate for each hour worked until the Employee has taken two stand-down days and all hours worked count towards the Three Month Averaging Period.
5. An Employee will receive a Minimum Rest Period of 11 hours after a period of duty of eight hours or more in duration but less than 14 hours in duration.	Additional payment at the Base Salary Hourly Rate for each hour worked until the Minimum Rest Period is taken and all hours worked count towards the Three Month Averaging Period.
6. An Employee will receive a Minimum Rest Period of 14 hours after a period of duty of 14 hours or more in duration.	Additional payment at the Base Salary Hourly Rate for each hour worked until the Minimum Rest Period is taken and all hours worked count towards the Three Month Averaging Period.
7. An Employee will be given a minimum of 12-	

hours' notice of any change to their normal pattern of attendance.	
8. Where an Employee does not receive a minimum of 12-hours' notice of a change to their normal pattern of attendance.	Recall to duty provisions apply.
9. An Employee will not be required to work more than an average of one in two Weekends within a Three Month Averaging Period.	Additional payment at the Base Salary Hourly Rate for each extra Weekend Worked and all hours worked count towards the Three Month Averaging Period.
10. An Employee will only be required to work Night Shift as a block of no less than two consecutive Night Shifts and no more than three consecutive 12 hour Night Shifts.	Nil. Only by agreement.

Significantly in respect of 2 above, the maximum number of shifts without penalty is limited to seven and may only be exceeded by agreement. In the event of an employee agreeing, payment for additional shifts is at the Overtime Rate. After working ten days in a row, employees are entitled to be stood down for two days. In the event both these stand down days are not available, penalties are payable until the stand down days are taken.

Pay Rise Amount:

AC Gaughan tabled a pay rise offer of 3% on commencement, 2% after 12-months, then 1% after 24-months. This provides a compounding benefit for employees and notably comes at approx. \$20 million additional expense to the organisation.

Outstanding Matters:

Work is ongoing by the AFP Bargaining Team in respect of the Travel, Public Holiday and Higher Duties provisions, with details expected during the next week.

Conclusion of Bargaining:

After almost two years, the bargaining process is reaching a conclusion and further new matters brought to bargaining are now not likely to be actioned. The next Bargaining meeting is scheduled for Wednesday 18 October 2017.

Cheers,
Graeme



GRAEME COOPER

Vice President

Australian Federal Police Association

P 02 6285 1677 **M** 041 877 8892
A Level 3/53 Blackall Street, Barton ACT 2600
PO BOX 4576, Kingston ACT 2604

www.afpa.org.au | graeme.cooper@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

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