



# MEMBER UPDATE

## AFPA EA Bargaining Update – September 2017

Dear members,

EA Bargaining continued Tuesday and Wednesday this week, and I am pleased to report almost all those significant issues highlighted by the AFPA before the proposed agreement was voted on have now been addressed.

### **Mandatory Rest Days:**

These are no longer linked to Annual Leave use and you will continue to accrue two days twice a year.

### **Existing Broadbands:**

The provision governing existing Broadbands will continue in its current form, that is, any Broadband which exists at the commencement of the Agreement may not be removed or changed over the life of the Agreement.

### **Operations Working Pattern:**

The proposed flexibility descriptors for the Operations Working Pattern will be removed from the Agreement, including most significantly the 15% of hours. The AFPA has advanced the position that the only appropriate definition of flexibility is performing the role the AFP requires of you, at the time and in the circumstances the AFP requires it.

Discussions are continuing regarding the changes to the Safety Net provisions.

### **Rostered Ops Working Pattern:**

The proposed reduction in Shift Change Notification Time has been abandoned.

### **High Volume Working Pattern:**

It has been agreed the High Volume arrangements will remain as part of the Enterprise Agreement. Work is underway to provide information in support of different teams and operational areas remaining assigned to the Working Pattern.

### **Pay Rise Quantum:**

Work is underway by the AFP to cost pay rises of 3% on commencement, 2% after 12-months and 1% after another 6-months, thereby paying 6% over 18-months. The AFPA supports this position as providing some additional benefit to employees.

### **Averaging Period:**

The Averaging Period is to be reduced from six months to three months. This change was not opposed by the AFPA, with the proviso employees should not be disadvantaged. The issue surrounding the treatment of Excess Hours was raised, in particular employees not now confronting four occasions each year when their entitlement to have Excess Hours paid out is denied. More broadly, the notion of paying overtime at intervals during an Averaging Period featured prominently during these discussions. There seems to be an attitudinal shift by the organisation in respect of this issue.

A few provisions remain the subject of ongoing discussions, but the pace with which bargaining is progressing is pleasing and it appears likely there will be a completed document to be voted upon before the end of the year.

The next bargaining meetings are scheduled for 3<sup>rd</sup> and 4<sup>th</sup> October 2017.

Cheers,

Graeme



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