



MEMBER UPDATE

AFPA ENTERPRISE AGREEMENT UPDATE – VOTING STARTS TODAY

Dear members,

With the commencement this morning of the voting period for the proposed EA, below is a recap of those significant issues raised with us during meetings around the country this week. Thanks to those of you who took the time to speak with us during the Access Period. For those in locations we were unable to visit due to time constraints, we will be conducting a Livestream commencing 1.00pm AEDT Monday, 11 December 2017.

It is important to note the AFPA position in respect of supporting the proposed Agreement is pragmatic. We are not offering a glowing endorsement of the document or indeed the process, rather, we now feel support for the proposed Agreement is in the best interests of employees, noting the broad similarities between the proposed Agreement and EA2012 and the time taken to reach this point. Further delay is unlikely to yield additional improvement.

Annual Leave:

We do not view the reduction in the Annual Leave accrual cap as a negative outcome. We argue the rigors of our vocation require a greater Annual Leave entitlement. It is then hard to argue that once employees have accumulated this leave they don't need to use it. The ability for employees to apply to accumulate a leave balance above the cap will continue to exist, as is currently the case. Similarly, employees with Annual Leave balances above the cap on accrual day can apply to have their MRDs credited, as is currently the case.

Our opposition to the linkage between MRDs and Annual Leave before the last vote was based on the complete lack of flexibility in those arrangements, including the all-or-nothing approach to accrual. This time around, the existing arrangements have essentially been continued and your Leave balance needs to be below 228-hours on two days each year, for an automatic accrual of MRDs. This is not the same as having to take six-weeks of leave, because leave booked into the future reduces your balance.

It is proposed during Annual Leave taken at half-pay leave entitlements would accrue at the half-time rate, rather than the full-time rate as is currently the case. This will deliver consistency with the Maternity Leave arrangements, as well as with part-time employees, who only accrue leave entitlements on a pro-rata basis.

High Volume Working Pattern:

The decision not to assign any teams to the High Volume arrangements upon commencement of the Agreement has caused significant concern amongst these effected employees. Over the course of the bargaining process the Association pointed to the operational consequence of this decision, including the loss of operational capacity and the very likely increase in cost. If either or both these circumstances come to pass, we expect this to be a decision which is unmade quickly. In the meantime, if the increase in cost occurs it will be because these employees are making more money through overtime and penalties.

Unfortunately, this proposed High Volume assignments are a circumstance which could readily be replicated under EA2012, so no certainty exists for current assignments to continue were the Agreement to be voted down. Instead, the AFP now expects these employees to work in accordance with the Operations Working Pattern. Every

breach is legitimate, so claim it.

The position of the AFPA is these members should have regard to the terms and conditions the Operations Working Pattern imposes upon employees. Points to bear in mind are:

- You are entitled to a continuous 8-hour attendance each shift
- There is no obligation for contactability outside of a scheduled attendance, unless you are on-call
- Were you to be contacted and was the consequence of that contact to be a task of 30 minutes duration, you are entitled to 2.5 hours Overtime
- As a consequence of being recalled to duty, your minimum rest break is reset, so if your attendance is required inside 11-hours from the time of your recall, you are entitled to penalties for insufficient stand-down
- You are not required to vary your attendance with less than 12-hours' notice and if you do, penalties or the payment of overtime may apply
- Overtime can and should be paid on a regular basis, particularly if there is no practical opportunity for you or your team to be stood down approaching the end of an Averaging Period due to workloads or a lack of staff

It is within the capacity of employees to demonstrate to AFP Management why this was a bad idea. We are available to provide members any advice about the proper application of the Operations Working Pattern.

Once more, if you have any questions relating to the EA, please contact the AFPA office on 02 6285 1677 or at afpa@afpa.org.au.

Cheers,
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Vice-President



Australian Federal Police Association

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