



# MEMBER UPDATE

## AFPA EA Bargaining Update

Dear members,

The conclusion of the EA voting process yesterday saw an overwhelming number of employees VOTE NO to the proposed Enterprise Agreement. With a participation rate of more than 87% and a no vote above 80%, it is clear AFP employees are not prepared to accept any reduction in their terms and conditions of employment in return for an inadequate pay rise.

We would like to thank everyone who engaged with us over the course of the EA bargaining process, particularly during the Access and Voting Periods. The last four weeks allowed us the opportunity to travel the country to meet over a third of our membership and listen to their opinions and concerns about the proposed Enterprise Agreement. By voting NO, you have sent a clear message to the AFP.

We understand the AFP has proposed a series of focus groups and surveys to inform the organisation of what the issues were, however, such work should not delay the recommencement of bargaining. One of the messages delivered by the vote is the AFPA speaks on behalf of our members. The simple truth is WE KNOW what the issues are and they were highlighted by us during the access period:

- The loss of MRD's through the adoption of an inflexible accrual system. Large numbers of employees would have received no MRD accrual over the life of the agreement.
- The cynical, last minute change to the Broadband and Advancement provision which would have left existing broadband arrangements subject to change at the whim of the Commissioner.
- The uncertainty created by the proposed changes to the Operations Working pattern, leaving many members fearful that their composites were at risk.
- The loss of Safety Net protections for the Operations Working Pattern and their replacement with inappropriate provisions which did not reflect the operational environment.
- The reduction in shift change notification time for the Rostered Operations Working Pattern, a change which was simply giving away this condition for nothing.

We reject any suggestion that fixing these issues will have any cost implication for the AFP. Employees also require a proper explanation as to how the proposed removal of the High-Volume Working Pattern will not result in a reduction in operational capacity. The money currently spent on the High-Volume composite will instead be used to fund part of a pay rise, but the money can only be spent once – it either buys additional hours or a pay rise, but it cannot pay for both.

Unfortunately, a lack of trust and confidence in the senior leadership of the AFP has revealed itself as one of the most significant factors influencing the vote, as recorded by the survey the AFPA ran during the Access Period. The 'trust us' message featured prominently in efforts by AFP management to convince employees to support the agreement, but seems not to have succeeded.

Your Association has today written to the Prime Minister, Employment Minister and Justice Minister, calling on the government to intervene and fix this problem, which has ultimately resulted from the AFP applying the government workplace bargaining policy. We have repeated our call for a political solution to this issue, being:

- The current Enterprise Agreement continued;
- 2% pay rises per annum applied over a three-year agreement;
- A nominal commencement date of 9 March 2016, which is the day following the expiry of the current agreement; and
- The commencement of a properly planned bargaining process in early 2018.

We await a response from the government to this correspondence and will advise you when or if it is forthcoming. We have been informed today of members being asked by senior officers why they voted no. Should this be asked of you, we advocate you exercise your discretion not to reply. Alternatively, refer the enquirer to your industrial representatives for further advice.

In coming days, we will be writing to Commissioner Colvin and calling on him to recommence the bargaining process quickly, with the first step being to fix the problems highlighted above. Only then can meaningful conversations occur to deliver a fair and equitable agreement for all employees. We would like to thank you for your patience while we negotiate pay and conditions worthy of your endeavour.

Cheers,

Graeme Cooper  
AFPA Vice President



**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](mailto:afpa@afpa.org.au)  
[www.afpa.org.au](http://www.afpa.org.au)