



# MEMBER UPDATE

## **AFPA Industrial Dispatch #35 10 October 2018**

Welcome to edition 35 of the AFPA Industrial Dispatch, a regular bulletin from the Legal and Industrial Team to keep our members up to date with significant industrial issues.

### **CURRENT SIGNIFICANT ISSUES**

#### **Establishment of the People Strategies People Centre**

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On 2 October 2018, Manager People Strategies Luci Henson distributed an email regarding the establishment of the new People Centre. The AFPA receives many calls from members who are confused about navigating the multifaceted services provided by People Strategies. We are pleased with this initiative and welcome your feedback.

The email can be found in full below:

“People Strategies (PS) have implemented a new service delivery model within the branch. This will change the way the AFP will access PS related services. The most significant change involves the establishment of the People Centre within PS, launching today.

#### **What is the [People Centre](#)?**

The People Centre will provide a single point of entry for AFP employees to access PS services. This includes specialist, complex support from the established Centres of Expertise which include Industrial Relations, Workforce Planning, Recruitment, the Executive Support team and Performance Management. Additionally, the People Centre will provide a triage service for enquires received, provide guidance on PS governance, processes and information matters, promote the self-service function for transactional requests and drive greater consistency of PS advice.

#### **How do I contact the People Centre?**

Phone: **146 610 / (02) 6131 6610**

Email: [PeopleCentre@afp.gov.au](mailto:PeopleCentre@afp.gov.au)

The People Centre number will operate Monday to Fridays from 0800 – 1600hrs AEST.

#### **ACT Police and Regional HR Advisors?**

At this time the roles of Regional and ACT Police HR advisors will remain as it currently exists and will continue to provide support directly to ACT Police and regional members directly. The People Centre will work collaboratively with these teams to ensure a consistent approach is applied to the services provided to all employees.”

## Exemptions to section 14 of National Uniform Guidelines - Tattoos

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The AFPA are aware that AFP Ceremonial and Protocol are now issuing decision notices to members who requested exemptions from the new tattoo policy. Early reports indicate that exemptions are not being approved consistently.

We encourage members who have received a decision letter to forward them to the AFPA at [afpa@afpa.org.au](mailto:afpa@afpa.org.au), whether your request was approved or denied. This will assist us to identify issues with the exemption process and also provide us with data for further lobbying purposes. We can also assist members who were denied an exemption and would like to seek a review.

## Rostered Operations working pattern and night shifts

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Since the commencement of EA2017, several teams in ACT Policing assigned to the Rostered Operations pattern were advised by the AFP that in order to be compliant with the Rostered Operations provisions in the EA, they are required to work all three shift patterns including night shifts.

The AFPA's interpretation of the Enterprise Agreement is that members are **not required** to consistently work all three shift patterns in order to be eligible for the Rostered Operations working pattern. Section 24 of the Enterprise Agreement states that employees on the Rostered Operations **may** be required to work day shifts, afternoon shifts and night shifts over a Roster Period [clause 24(2)]; and employees will be given a mix of day, afternoon, **or** night shifts over a Roster Period [clause 24(21)]. The use of the words '**may**' and '**or**' are included so that a particular work area has the necessary flexibility to meet operational requirements.

The AFPA brought this issue to the attention of AFP Industrial Relations who have agreed, after consultation with AFP Legal, that there is no specific requirement that a team/role assigned to the rostered operations working pattern must work night shifts.

## CORRECTION – Industrial Dispatch #34: Mandatory Rest Days

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In the AFPA Industrial Dispatch #34, distributed on 19 September 2018, we made an error in our advice regarding Mandatory Rest Days.

We advised:

*"The MRD credit dates coincide with the accrual of annual leave, which occurs on the first day of every calendar month. This means that if members reduce their annual leave balance to below 228 hours prior to 1 March or 1 September, but the simultaneous accrual of annual leave brings them over the 228-hour threshold, they may not accrue their MRDs.*

*This was the experience for several AFPA members at the start of this month. Fortunately, the AFP agreed this strict interpretation of the EA was unreasonable and affected members were credited their MRDs."*

Our advice was incorrect. The MRD accrual provision as set out in Clause 40 of the Enterprise Agreement is clear. MRDs will be credited to Employees on 1 March and 1 September provided they have an annual leave balance of 228 hours or less on that day.

We apologise for any confusion or inconvenience caused, particularly to AFP Payroll.

In future, when considering the impact of your leave balances, please remember to factor in that annual leave will accrue at the beginning of each month. For ease, your future leave balance can be forecasted by selecting the relevant date in the Leave Balance menu on Insight!.

If you have any industrial queries or queries about issues raised in this Dispatch, please contact Sharon, Anish, Matt or Sam at [afpa@afpa.org.au](mailto:afpa@afpa.org.au) or call us on (02) 6285 1677.



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