



MEMBER UPDATE

AFPA Industrial Dispatch #42 **10 April 2019**

Welcome to edition 42 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

Contact with suspended members

Professional Standards has recently introduced a new process regarding integrity reports when an AFP appointee contacts a suspended member.

Previously, members were required to submit an integrity report for each instance contact was made with a suspended member. Members are no longer required to submit an integrity report for every instance, they are now only required to submit one integrity report advising they will be maintaining contact with a suspended member.

If you have any concerns or queries about contact with suspended members, please do not hesitate to contact the team.

Federal Court Proceedings regarding Maternity Leave

As you may be aware, the AFPA has a matter before the Federal Court on behalf of a member relating to discrimination on the grounds of sex and pregnancy. We commenced proceedings to determine the legality of the AFP delaying the advancement of members who have taken maternity leave at half pay for over 16 weeks, due to that period of time not counting toward "service".

The matter was heard on 19 March 2019. Our counsel made a compelling argument on behalf of our members. The Federal Court did not give a definitive date for a decision, however we hope a decision will be handed down before the end of May.

EA2017 Expiry Date

The AFPA is aware some confusion has arisen regarding the expiry date of the *AFP Enterprise Agreement 2017-2020*. The EA came into effect on 24 May 2018 and will be in operation for a total of three years. This means the Agreement will expire on 24 May 2021.

Public Holidays

The Easter Long Weekend and ANZAC Day are nearly upon us. If you are rostered to work on a public holiday and are unsure how to record your hours, be sure to ask your Team Leader or senior officers in your workplace how

this should be done. Erroneous time recording can be very difficult to fix retrospectively or could result in an overpayment.

If you have further concerns or queries, please do not hesitate to contact the team.

Legal and Industrial Station/Office Visits

The AFPA Legal and Industrial Team recently wrapped up visits to workplaces across Canberra, including all ACT Policing stations and Parliament House. In the coming months, we will visit offices and airports in the capital cities to introduce ourselves and field any industrial questions you may have. We will also be visiting EBB and other Canberra workplaces over the next few months.

Dates will be announced in future editions of the AFPA Industrial Dispatch.

Alcohol

With a number of nationwide public holidays approaching, many members will be planning days of relaxation and celebration with family and friends. Unfortunately, over the recent months, the AFPA has been consulted about a number of off-duty incidents involving members who have consumed an excessive amount of alcohol. Some of these matters have resulted in termination of the employment of otherwise exceptional employees. We urge all members to consume alcohol responsibly at all times

AFP appointees are required to comply with the *AFP Code of Conduct* and the *National Guideline on Prohibited Drugs, Pharmaceutical Products and Alcohol*. Consumption of alcohol whilst on duty is prohibited unless an appointee is attending official hospitality events in accordance with relevant National Guidelines or on special occasions formally sanctioned by a member of the AFP senior executive. In these instances, Blood Alcohol Concentration must not exceed 0.02. Additionally, off-duty consumption of alcohol that results in impairment upon return to duties is prohibited.

INDUSTRIAL QUERIES

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



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