



MEMBER UPDATE

AFPA Industrial Dispatch #44 **12 June 2019**

Welcome to edition 44 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

Unpaid Entitlements – Determination 1 of 2013 Annual Leave Accrual, Unpaid Overtime and Unpaid Superannuation

On 21 May 2019, senior staff and elected officials of the AFPA met with senior members of the AFP Executive. We were provided an update on the ongoing unpaid entitlement projects - Determination 1 of 2013 Annual Leave Accrual, unpaid Overtime and unpaid Superannuation.

The AFPA conveyed members' frustration with the extended delay and lack of meaningful communication. The AFP appreciates this frustration and has committed to provide updates to affected members. In summary, the AFP advises that:

Determination 1 of 2013 Accrual of Annual Leave

This entitlement affects members deployed overseas under the terms and conditions of Determination 1 of 2013 during the period of 1 December 2013 – 7 October 2015.

The AFP Executive have approved the payments of these entitlements. The delay in processing these payments is due to the AFP's requirement to develop an "auditable" method for payment.

The payments will be progressed through SAP, with the respective outstanding mission leave attributed to each affected member. This leave will then be translated to a payment and paid out to members in a normal pay cycle. These will not be paid out as separate or extraordinary payments.

To enable this, some modifications need to be made to SAP as the AFP have not had to deal with this kind of payment before.

The payments will not be processed this financial year.

The AFP committed to issue a detailed update to affected members in the near future.

Overtime Project

This entitlement affects some members who worked under the Operations and High Operations working patterns during the life of the *AFP Enterprise Agreement 2012-2016*.

The delay in paying this entitlement has been caused by the need to determine a process for payment of outstanding amounts. These payments will not require any SAP modifications, however members will receive detailed emails from Finance with instructions on what information needs to be input into SAP, which will then be processed as outstanding payments in a normal pay period.

It is unlikely these payments will be processed during this financial year. Members will likely receive instructions about recouping their overtime within the next month. Most affected members should have received a detailed update from the AFP in the last week or two.

Unpaid Superannuation

The AFP Project Team will continue to provide regular detailed updates.

Reconciling hours for the end of Averaging Period – Operations Working Pattern

The current Three-Month Averaging Period ended on Friday 31 May 2019. It is an employee's responsibility to ensure their hours are reconciled at the end of the averaging period.

When reconciling your hours, be sure to remember the following:

- Any outstanding timesheets are to be submitted to your supervisor within seven calendar days following the conclusion of a three-month averaging period;
- To claim overtime on your excess hours, you should change your most recent time recording entries to "overtime paid" for the number of hours you are in excess;
- If you are in debit, you may elect to use appropriate leave entitlements for each hour you are in debit;
- If you do not wish to use the leave option, the debit hours will carry over into the next averaging period and you will be required to work these hours.

If you have any further questions, please do not hesitate to contact the team.

Salary Increase

On 24 May 2019, eligible members should have received their 2% salary increase. Eligibility is determined by compliance with the Performance Development Agreement process.

We encourage all members to check their payslips over the upcoming pay periods to ensure they received the salary increase.

If you did not receive the increase and do not understand why, please do not hesitate to get in touch with the team.

Office Visits

Members of the AFPA Industrial Team recently completed visits to the airports and headquarters in Brisbane, Adelaide and Perth.

We will be visiting Sydney on 18 June and Melbourne in July, so keep an eye on your inbox for updates!

INDUSTRIAL QUERIES

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



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

www.afpa.org.au