

it is his views and policies that must be presented to the associations," he said.

"The Division has sole responsibility for negotiation with the associations on all working conditions and to help maintain consistency in the application or review of terms and conditions of employment. This responsibility will require close liaison with other areas within the AFP."

He said that since its formation, the Division had been very active in initiating consultation on a number of industrial and personnel management issues.

"The Division, in consultation with our staff associations, has, I believe, made significant progress towards providing the AFP with an effective and harmonious working environment," he added.

One of the first tasks that staff of the new Division faced was the negotiation of a new Determination T3, in consultation with the AFPA. The previous determination, which relates to working conditions, expired on 2 May. The new determination was placed before Mr Justice Coldham the same day.

All areas of the AFP have now been briefed on all aspects of its application.

New areas covered by it include adoption and parenting leave; new rest period provisions; close call allowance; call back, instead of emergency, duty; and option for payment of plain clothes allowance six monthly or fortnightly.

Key projects that the Division is currently working on include:

Superannuation

A joint working party, formed by agreement between the Minister responsible for the AFP, Mr Mick Young, and the Minister for Finance, Senator Walsh, and consisting of representatives of the Departments of Finance and Special Minister of State, the AFP and the AFPA, has been established to examine and report on adequacy or otherwise of the current Commonwealth Superannuation Scheme. The Commissioner and the AFPA agree that the present scheme is inadequate for AFP members.

Considerable research has been completed, including an examination of some overseas police superannuation arrangements. The working party expects to report to the Ministers in July.

Industrial Democracy

The Commissioner received the final report of the consultants Disc International Pty Ltd in February. The report has been extensively circulated throughout the AFP and to staff associations for information and comment.

DEIR GIVES ITS BACKING

THE Commissioner's decision to create an Industrial Relations function within the AFP has been endorsed by the Department of Employment and Industrial Relations, the Government's guiding department on such matters.

The Department considers that the move by the AFP provides for a potentially more effective industrial relationship.

A spokesman for DEIR said the Department played an important role in AFP industrial relations through the administration of the Government's industrial relations co-ordination arrangements.

The basic purpose of these arrangements was to ensure that Australian Government departments and authorities acted in a manner consistent with Government policies. The arrangements were initiated by the Chifley Government in the 1940s and had been re-endorsed by successive Governments since then.



• Chief Superintendent
Ian Broomby

The Division is consulting with interested parties on options available to the Commissioner for the implementation of industrial democracy practices within the AFP.

Occupational Health and Safety

The Division is currently preparing advice to the Commissioner on how imminent Commonwealth Government legislation on occupational health and safety may affect the AFP. Advice has been sought from a wide range of AFP and OAFP personnel to help in formulating an AFP policy in the light of the impending legislation.

The proposed Commonwealth legislation is likely to be similar to existing State legislation in New South Wales and Victoria. Objectives are the reasonable care of all workers, including office staff, through the provision of a safe and healthy working environment.

Chief Superintendent Broomby said the Division had been able to gain the services of two very experienced industrial officers, Mr Mike Garrett, who is Executive Officer, and Mr Bob Bashfield, Industrial Officer.

Mr Garrett was formerly with the Industrial Relations (Commonwealth Employment) Division of DEIR and had at one time been a union official with two major unions.

Mr Bashfield was with Mr Young's Department and transferred with the industrial relations policy function to the AFP. He had been involved in AFP industrial issues for the past three years and had represented the Minister before the Federal Police Arbitral Tribunal.

They join Russell Carey and Lorraine Trivett in the Division.

Chief Superintendent Broomby said that the process of developing and consolidating the Division's role and function would take some little time but the results should place the AFP in the forefront of police industrial relations, both in Australia and overseas.

In practice, these arrangements placed certain obligations upon Commonwealth statutory authorities, such as the AFP, to consult with, and be guided by, the advice of the Department on industrial relations matters.

The arrangements were designed to achieve an effective balance between the management autonomy of authorities and the requirements that Government policy be adhered to and applied in a cohesive manner. They were not intended to intrude unnecessarily into the detail of the conduct of industrial relations by the management of authorities.

The spokesman said the AFP had been subject to the industrial relations co-ordination arrangements since its inception, when consultation was then between the Department of the Special Minister of State and the AFP, and between DOSMOS and DEIR.