



# Commissioner's Message

**P**EOPLE are by far the AFP's most valuable asset and it is in recognition of this fact that the Industrial Relations Division has been established. The new Division is an important step forward in our efforts to create an environment where your interests are being looked after and your views are being taken into account by the senior officers of our organisation. As you are aware, the program through which your views are being sought is called Industrial Democracy.

I strongly support the concept of Industrial Democracy and feel that it is a means by which the pool of talent within the AFP and OAFP can be fully utilised. I see such issues as the introduction of new technology, occupational health and safety and training and staff development policies being influenced by the program. Your views on these types of issues will allow me and other senior officers to make policy decisions based on a far wider range of factors and opinions than would otherwise be available. This is an obvious improvement to the system.

I encourage you all to participate in the Industrial Democracy program which may be done through the Consultative Councils soon to be established throughout the AFP. An important consequence of this program will be an improved passage of information and better communication between all levels of the organisation. This in turn should result in shared goals being adopted by management and associations rather than opposing positions.

A handwritten signature in black ink, appearing to read 'R.A. Grey'. The signature is stylized and includes a long horizontal stroke at the end.

(R.A. Grey)  
Commissioner of Police