

Records is Rita Prosen, who started with the A.C.T. Police in 1974. She worked in the cafeteria for 18 months.

"I moved to Accident Records in 1976 and have been there ever since," she said.

"I most probably will still be here in my electric wheel chair," she added.

RESEARCH

A supporting role with a difference is that of Rod Power. As an Assistant research Officer — a university graduate recruited to learn about research and administration in the Public Service — his task has been to report on various aspects of AFP policing.

Rod joined the Public Service in February after some years as a school-teacher, office manager, research officer and national serviceman. He holds a Master of Public Administration degree from the University of Southern California and an honours degree in economics and politics from the Australian National University.

"I was initially assigned to examine some aspects of the efficiency and effectiveness of patrol police in the A.C.T. and had three months to prepare my report," he said.

"I was based alongside the A.C.T. Communications Room and was able to learn a good deal about the type of incidents to which A.C.T. Police respond. My final report contained chapters on the pattern of population in the A.C.T., crime patterns, police manpower and deployment, and the link between the A.C.T. and National responsibilities of the AFP.

"The opportunity to work with personnel involved in community policing was a valuable introduction to governmental administration for me," he said.

PURCHASING

Peter McEwan, on the other hand, joined the A.C.T. Police from the Department of Foreign Affairs in 1975 and worked in Personnel as a staff clerk. After 18 months, he moved to the Purchasing Section, an area in which he devoted much of his time both with the A.C.T. Police and the AFP.

"I was given the task of setting up the headquarters in National Mutual Building when the AFP was formed in 1979 under Sir Colin Woods as Commissioner," he said.

In the past few years, he has been involved in Management Services activities, with responsibility for providing telephone services, furniture and fittings, office machines, officer services and purchasing.

Peter also has played a part in promoting sport in the force. He plays basketball with the Police Team and has participated in three National Police Championships as well as the Australian and New Zealand Police Games in Sydney this year.

INDUSTRIAL COLUMN

- In this issue, we begin a regular column on Industrial Relations issues which affect members of the AFP and the OAFP, supplied by the Industrial Relations Division (IRD).

Equal Employment Opportunity

RECENT Government initiatives now require the AFP to develop and implement an Equal Employment Opportunity (EEO) program for police members. An EEO plan already has been developed for OAFP officers under the Public Service Act. The Commander (Industrial Relations), Chief Superintendent Ian Broomby, has formed an interim working party of AFP, OAFP and Australian Federal Police Association (AFPA) representatives to develop appropriate EEO policies and programs for the whole organisation. An early draft of the plan will be placed before the proposed AFP Consultative Council for consideration. After consultation with the associations, the draft plan is expected to be submitted to the Commissioner.

Commuted Penalties and Skill Allowances

The AFPA has sought the AFP's views on two proposals which could have a major impact on the terms and conditions determination.

IRD has agreed to undertake a full examination of a proposal to determine whether a commuted penalty allowance in lieu of shift penalty rates is a feasible proposition in terms of AFP work requirements and the National Wage Case Principles. The AFP review is expected to be completed towards the end of this year.

The AFPA has indicated that it will lodge an application with the Federal Police Arbitral Tribunal to consider new and existing specialist skill allowances. IRD has supported the development of a program which will examine the merits of individual allowances in stages over the next nine months. Further details of the program will be published in future editions.

Industrial Democracy — implementation phase

Discussions on the implementation phase of Industrial Democracy have been held with the principal consultant for Disc International, the firm engaged by the Commissioner to develop and recommend consultative mechanisms for the AFP. The consultant firm's report to the Commissioner has been distributed throughout the AFP to obtain the widest possible range of views on the implementation of Industrial Democracy.

The consultant and the Department of Employment and Industrial Relations have strongly recommended that the AFP introduce a training program to

facilitate the greatest possible understanding and acceptance of what Industrial Democracy has to offer the AFP.

The AFP and AFPA are currently negotiating a Memorandum of Agreement including a Statement of Intent and Dispute Avoidance Procedure. It is expected the Memorandum of Agreement will be submitted to the Federal Police Arbitral Tribunal for inclusion as an annexure to Determination T3 of 1986. This Memorandum of Agreement will formalise the already strong commitment the parties have to Industrial Democracy.

The next step will be to establish a national consultative council to consider, among other things, the possibility of regional consultative councils.

Abolition of the Federal Police Arbitral Tribunal

The Committee of Review into Australian Industrial Relations Laws and Systems recommended that the Federal Police Arbitral Tribunal be abolished in favour of terms and conditions for AFP members being set by the Australian Conciliation and Arbitration Commission. The Committee believes this would bring the AFP into line with the rest of the Australian community, and would also reflect current practices in the State police forces.

The proposal has the support in principle of both the AFP and the AFPA, although some differences regarding the extent of the Arbitration Commission's new jurisdiction remain. The Government is expected to bring in legislation on this issue during the Budget session.

Superannuation

IRD is conducting an inquiry into superannuation issues affecting AFP members. There has been widespread dissatisfaction about the fact that AFP personnel who are compulsorily retired at age 60 cannot attain the maximum level of benefits available under the existing Commonwealth Superannuation Scheme.

There are other grounds for dissatisfaction and IRD is trying to summarise the views of management about the overall effects of superannuation on the efficiency and the morale of the AFP. Background material has been shared with the AFPA, which is also preparing a detailed report on superannuation. Discussions and reporting to Ministers are scheduled for the end of September at a working party comprising representatives of the AFP, AFPA, the Department of the Special Minister of State and the Department of Finance.