

INDUSTRIAL

NATIONAL WAGE CASE FLOW-ON

The Federal Police Arbitral Tribunal (FPAT) ratified the \$10 per week national wage increase to AFP members. This increase takes effect from 19 March 1987.

SPENDING ALLOWANCE

Pending the outcome of negotiations between the AFP and the AFPA, the FPAT has adjourned this matter to a date to be fixed.

38 HOUR WEEK

When the 38 hour week was introduced in September 1985, the agreement included provisions for a review after 12 months. This review has been completed. The new arrangements are operating effectively, and the cost offsets in the agreement are being realised.

The FPAT has clarified the Dispute Resolving Procedure in the 38 hour week agreement. The AFPA maintained that the procedure applied to 38 hour week matters only, whereas the AFP saw the agreement as affecting all disputed matters. The DRP now applies to all industrial disputes.

INDUSTRIAL DEMOCRACY

The AFP Industrial Democracy program is progressing slowly but surely. A seminar for senior AFP managers on 10 March 1987 evoked some mixed reactions and soul-searching, and had one desired effect, and that was to get participants thinking about Industrial Democracy and Employee Participation.

We are leading up to the inaugural National Consultative Council. The agreed representation on this council will be four AFP and three AFPA representatives.

The OAFP unions will be represented by a nominee of the ACTU who will rotate this position among the appropriate unions.

Although the National Consultative Council will only be the "nuts and bolts" of employee participation, it may encourage the spread of the ideals and philosophy of Industrial Democracy throughout both management and unions of the AFP.

OCCUPATIONAL HEALTH AND SAFETY (OHS)

The Federal Government is currently considering draft legislation on OHS in Government employment. This legisla-

tion is expected to require employee-union participation in a committee system of OHS. With this in mind, and a recognition that unions should be involved in OHS issues, the matter of AFP policy and agreements has been referred to the first meeting of the National Consultative Council.

The Southern Region OHS committee was on the ball with its enquiries regarding drug vaults. They discovered that there were a few uninvited guests in the vault in the form of fungal spores, with potential health hazards. Preventative measures have begun.

SUPERANNUATION

In response to representations from the AFPA the former Special Minister of State and the Minister for Finance agreed early last year to the establishment of an interdepartmental working party to review AFP superannuation and, if necessary, propose alternatives. The working party is being chaired by DOSMOS and includes the Department of Finance, the AFP and the AFPA. The Department of Finance will respond to the AFPA's proposals in the light of a report by the Commonwealth Actuary.

Career Training gets a boost.

by Brian McNamara

WHEN the felons get sharper, the fuzz get smarter. That's the message I got when I spoke to the people at the Australian Federal Police College at Barton, close to Canberra's Parliamentary Triangle. As society changes, as technology advances, police forces have to adopt new techniques, learn new skills for their roles in both national law enforcement and community policing.

A new approach has been adopted for Stage Five of careers training for AFP officers, and some police are not entirely happy with the new methodology.

Stage Five training occurs at that point in an AFP career when proficiency as a Senior Constable has to be established, and when officers wish to qualify for promotion to Sergeant. No longer is selection for the course automatic with seniority. Candidates must apply to attend.

The old system of chalk-and-talk, write an essay, do an exam, has gone. There's still a bit of talk; that's inevitable. But the emphasis is now on participation, the acceptance of responsibility, the development of leadership, and on relating to the job, ones colleagues, and the community.

Here are a few topics I lifted out of the course program for Course 35030:

- Syndicate discussion on scenario relating to members who are poorly motivated
- Fraud syndicate
- In-basket exercise
- Informal verbal critique
- Syndicate on rights of members
- Courtyard seminar
- Public relations syndicate, media articles
- Stress management
- Industrial safety
- Counselling

The group of instructors and coordinators I spoke with were enthusiastic about the new approach. Being a Sergeant, they agreed, was not just about law skills, it was about management and communication. So, in the syndicate process now used, there was lively exchange of knowledge between the members of the syndicate. More than that, there was an active repartee between syndicates. Members not only learned more, they remembered it better.

The process is taken even farther. Each participant is given some supervisory role in the course, so that mem-

bers experience supervision in an academic environment and then have to account for their performance amongst their peers.

Senior Constable Bill Quade did the old Stage Five course in February 1985. He is now a coordinator and syndicate leader at the College. What did he think of the new courses?

'The old course was all law, now it covers a much wider field. I don't feel disadvantaged at having done a narrower course, but the course is now more applicable to what a Sergeant actually does.

'We're now more aware of the whys and wherefores. People used to study things without knowing why', said Bill Quade.

'If you pass the course, do you get to be Sergeant automatically?' I asked the staff. 'If you do the course you have probably acted as Sergeant anyway', they said. But there are advantages. Senior Sergeant Cliff Mitchell, course coordinator, put it this way. 'People who complete the course are much better equipped to assist their supervisors. Some candidates may have been anti-management. Now, having done the course,