

Tabled Document 1

By: Senator Brandis

[REDACTED]

From: Dantan, Shalini
Sent: Friday, 24 June 2011 2:56 PM
Subject: Notification of potentially excess status [SEC=IN-CONFIDENCE]

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This e-mail is intended for ASO employees within the Aviation portfolio.

Notification of Potential Excess Status

Following delivery of the 2011-12 Federal Budget I announced in an All-Staff message on 11 May 2011, that the AFP has been required to provide budget savings over the forward estimates. In particular, further efficiencies are to be implemented in the Aviation portfolio over the financial years 2011-12 through 2019-20.

The Government endorsed efficiencies within the Aviation portfolio relate specifically to savings to be achieved within the Air Security Officer (ASO) Program. The savings are to be realised through a reduction to the domestic component of the ASO Program.

As a result of the Government decision the AFP has commenced Project Guild (as a sub-project of Project Macer). Project Guild will manage the rationalisation of the ASO program to meet the savings required and will also implement an AFP policy of transitioning the program to sworn member status. Project Guild is required to realise the initial savings by December 2011 and will over the next 2-3 years transition the program to sworn member status.

As a result of this transition, the role of Protective Service Officers in the ASO program will be phased out over the coming years and transition to sworn policing roles. The ASO Program however will continue to be an integral layer of Australia's Aviation Security arrangements.

As part of the Workforce Adjustment process, the AFP is required to notify all effected employees in writing of the potential excess status of their roles.

In accordance with clause 33 of the AFP Collective Agreement 2007 - 2011 (Workforce adjustment), the reason for the ASO Protective Service Officer roles being potentially excess are twofold:

* "they have been included in a class of AFP employees and there are more employees in the class than it is necessary for the efficient and economical working of the AFP"; and

* "the services of the employee cannot be effectively used because of technological or other changes in the method, or changes in the nature, extent or organisation of the functions of the AFP".

If during this transition process, it is determined that your role is excess to

requirements, you will be either redeployed into a suitable role at your substantive or lower classification or where re-deployment is not a viable option cessation of employment with a redundancy payment. As a result of transitioning to a new role, should you be subject to re-classification to a lower band level, you will be subject to salary maintenance whereby your base salary will be maintained.

It is my preference to transition and or redeploy as many ASOs as possible under this project and to minimise redundancies wherever possible.

A comprehensive package of transition material and other information is being developed and will be provided to you in the following weeks. This package will provide advice on the process for redeployment, reduction in classification (involving salary maintenance) and redundancy as well as outline your options for electing to apply to move into sworn police roles (for ASO PSOs), this includes the gateways assistance package released through Project Macer that will further inform and support you through this process.

I appreciate that this notification may cause you some concern. I would like to reassure you that wherever possible the AFP will be seeking to support those who wish to become sworn police officers, (see the gateways assistance package) to make that transition or alternatively for those who do not wish to become sworn police officers, determining if there is a suitable re-deployment option into other AFP Protection / Unsworn roles.

For those who see the need for additional support, I would also like to remind you of the availability of the Employee Assistance Program (EAP). The EAP is an independent organisation that provides confidential counselling services to employees of the AFP. The link below will provide you with the contact details and further information relating to the EAP.

<http://afphub.afp.le/healthsafety/wellbeingservices/EAP/Pages/default.aspx>

In accordance with clause 33 of the AFP Collective Agreement 2007 - 2011, the AFP will consider any information you wish to provide in response to this notification. Should you wish to do so, please forward your written response to the Project-Guild-Feedback e-mail box within 28 days of the date of this e-mail.

If you have any questions relating to this notification, please also forward them to the Project-Guild-Feedback e-mail box.

Finally I would like to reassure each of you that our objective is to retain you wherever possible and recognise your current and future contributions to the AFP.

Yours sincerely,

Shalini Dantan

Manager Human Resource Strategies

on behalf of

Tony Negus

Commissioner

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