

# SUPERANNUATION

by Russell Carey

In August 1987 a joint union/AFP management working party reported that existing superannuation arrangements available through the Commonwealth Superannuation Scheme (CSS) did not meet the needs of the AFP and recommended the establishment of a separate scheme tailored to meet the needs of the AFP.

In considering the report the Government accepted that the AFP may have special superannuation needs which may not be fully met at present by the CSS. However, the Government was not satisfied that the review recommendations were the best means of addressing the

AFP's needs. The Government also indicated that in any case it would not endorse changes to AFP superannuation arrangements before a fundamental review of the CSS, due to be commenced in 1988, was concluded.

Following lengthy negotiations between Department of Finance representatives and officers of the Industrial Relations Division, the Minister for Justice signed a Determination on 23 December 1987, entitling AFP members to a lump sum cessation payment on retirement.

The cessation payment is in addition to any benefits arising from the CSS and is broadly equivalent to the effect of discounting the CSS Government financed pension for five years. The lump sum payment is derived from the product of

the member's final salary; the relevant factor specified in the Determination (based on age); and the number of completed years of relevant police service. Members are not required to make contributions towards this benefit.

The cessation payment is an interim arrangement pending the forthcoming review of the CSS. Terms of reference for the review are currently being determined by the Department of Finance. Departments and instrumentalities, including the AFP will have the opportunity to place submissions before the review, as will other interested parties, including the AFPA.

In the meantime, however, it is anticipated that the cessation payment will assist in making early retirement from the AFP a more financially practical proposition.



Front: Deputy Commissioner Farmer, Deputy Commissioner Johnson, Commissioner McAulay, Assistant Commissioner Winchester, Superintendent Brittliff.  
Rear: Inspector Maciejewski, Mr Gavin, Mr Fahey, Chief Superintendent Bunt, Mr Small, Mr Fulton, Mr Eaton, Senior Constable Lovell.

## First National Consultative Meeting

by Inspector Mike Maciejewski

**A**N event of historic importance in Australian Industrial Relations took place on 17 May 1988, when Commissioner McAulay chaired the inaugural meeting of the AFP National Consultative Council (N.C.C.).

"The AFP, with the co-operation of staff unions is the first Australian police force to achieve an industrial democracy agreement. In the future, I hope we can look back and see this first meeting under the agreement as a landmark, ushering in a new era of improved relations between my command and members," the Commissioner said in his opening address.

He said, "the Government believed that an administration more responsive to the needs of staff would enjoy improved morale and performance, while at the same time enriching the working lives of men and women in the Government's workforce.

"I fully support this view, but I would remind you that the objectives of the Agreement will not be achieved just because we have that agreement," he said.

"Those objectives will only be achieved by command and staff union representatives who are committed to the ideals of industrial democracy, the need

to put aside the 'us' and 'them' attitude, and strive to achieve real co-operation and a common understanding of the issues facing AFP Command and members.

"Our agreement is based on the principles of consultation and information sharing. When one examines these principles they both have a common theme: 'Accurate and effective communication'. Good or bad communication can either foster or destroy the best intentions.

"I doubt if any organisation has ever achieved perfection in the art of Communication, but we must continually strive to improve this skill. Good communication, and the ability to examine issues from all sides is the foundation of good industrial relations.

"Whilst I fully support the ideals of industrial democracy, it is necessary to point out that this Council can only be an advisory body. No agreement or Council can interfere with my responsibility and accountability under the provisions of AFP Act. Having said that, I give the undertaking that I will always give proper consideration to the recommendations of this Council.

"Gentlemen, I urge you to achieve the objectives of our agreement for the mutual benefit of the Australian Federal Police and all its members."

The N.C.C. is the peak consultative council under the auspices of the AFP Industrial Democracy agreement, signed by the Commissioner and AFP staff unions. The Council will meet at least three times a year, and address issues of industrial importance.

The minutes of the inaugural N.C.C. meeting have been widely distributed for the information of all members.