



Commissioners Message



very important and will be made more meaningful if the purpose of our individual endeavour is made clear to us all.

I intend also, as part of this process, to make clear to all staff how they can best perform to assist the AFP in achieving its goals. Hopefully, I will have the ability to recognise this superior performance in a tangible way, as encouragement to continued superior performance in the future.

The proposals also seek to recognise the onerous and stressful nature of AFP work and how existing employment provisions do not allow employees to leave the AFP with dignity and proper provision for the future. I wish to make quite clear that these proposals are not an exercise in reducing costs. They are about improving the way the AFP does its job for the Australian community and also about improving the working environment for us all.

I intend to ensure during the further development of the proposals that there is no inadvertent loss of our valuable and experienced staff. Also, I wish to emphasise again that the legitimate concerns of all employees and their unions will continue to be taken into account during this process.

All Australian workplaces and organisations are undergoing a similar degree of change to that presently being experienced by the AFP. I therefore call upon you all to not feel threatened by this process, but to join me to use this environment of change to create an AFP that does its job better, making it a better environment for us all in the future.

R. (Peter) McAulay
Commissioner of Police

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(FRONT COVER)

Constable Ronald Weekes and Janet Moore, the duxes of New Member Training Courses 1 and 2/89 with Deputy Commissioner Johnson, (Photo by Const. Carol Trevanion.)

The Platypus has been adopted by the Australian Federal Police as a symbol representing the diverse requirement's placed upon members in the execution of their duty. This unique and tenacious little Australian mammal is a survivor against increasing pressure from today's environment. It leaves no stone unturned in its daily pursuits and has equipped itself with a range of features to adapt to changes over many years. It is capable of passing unnoticed, if required, yet demonstrates an unfailing dedication to explore all possibilities in an effort to maintain its special place in Australia's wildlife, at times against large and more powerful opponents -- a quality admired and respected by members of the Australian Federal Police.



AS you are aware I have been discussing with Government Ministers and unions proposals for major change to AFP employment for both Police and Public Servants.

A discussion paper, prepared by consultants and representing an option for achieving the changes I desire, was circulated widely for comment last year. Based on the comment received, I have made several additional decisions which have also been circulated to you and your unions recently.

Although the broad principles of my proposals are becoming clearer the unresolved nature of several key issues, such as the outcome of the review of the Commonwealth Superannuation Scheme, prevent me from answering all of the questions that have been raised.

However, I am convinced that these broad principles are correct and that they will enable the AFP to achieve its future goals in an improved manner.

Specifically, the proposals, in keeping with the AFP Corporate Plan, are aimed at developing an attitude of common purpose in our organisation and better recognising that our individual contributions to the AFP are

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