



**The Police Union
in Denmark is a
political
independent Union
on a national
basis. The Trade
Union unionize
approximately
11.900 members –
all civil servants.**

POLITI

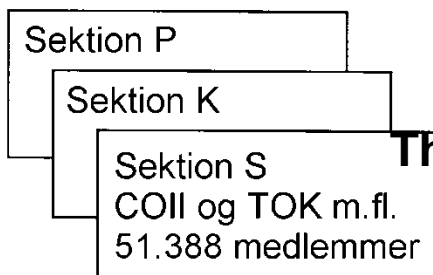
FORBUNDET



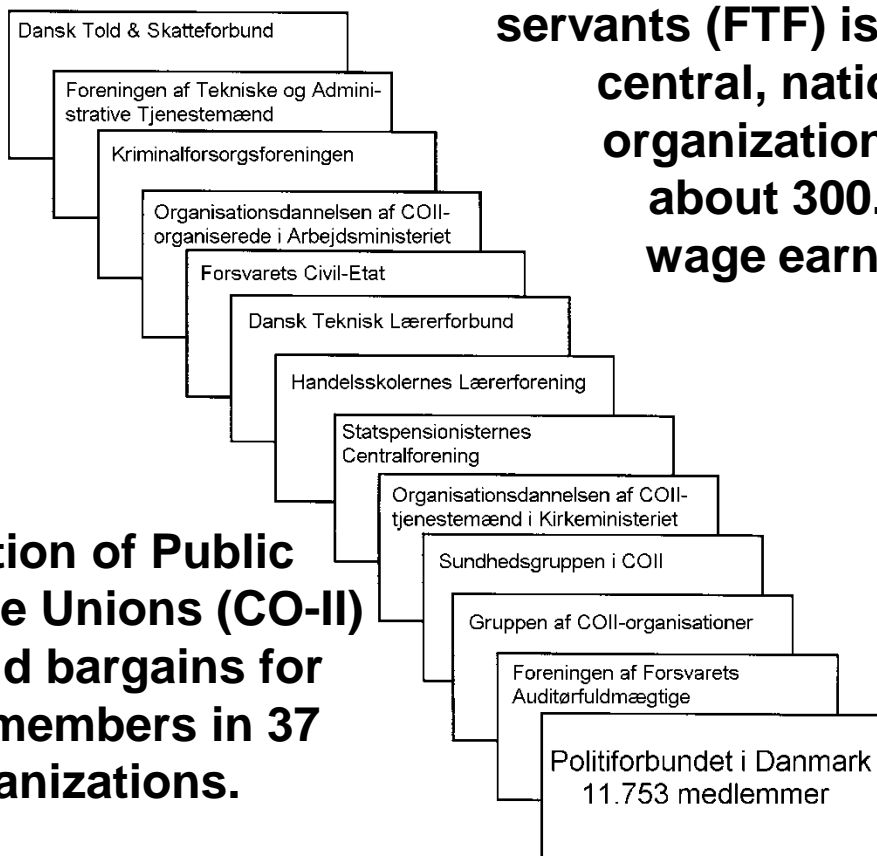
Organization

Central organization

FTF

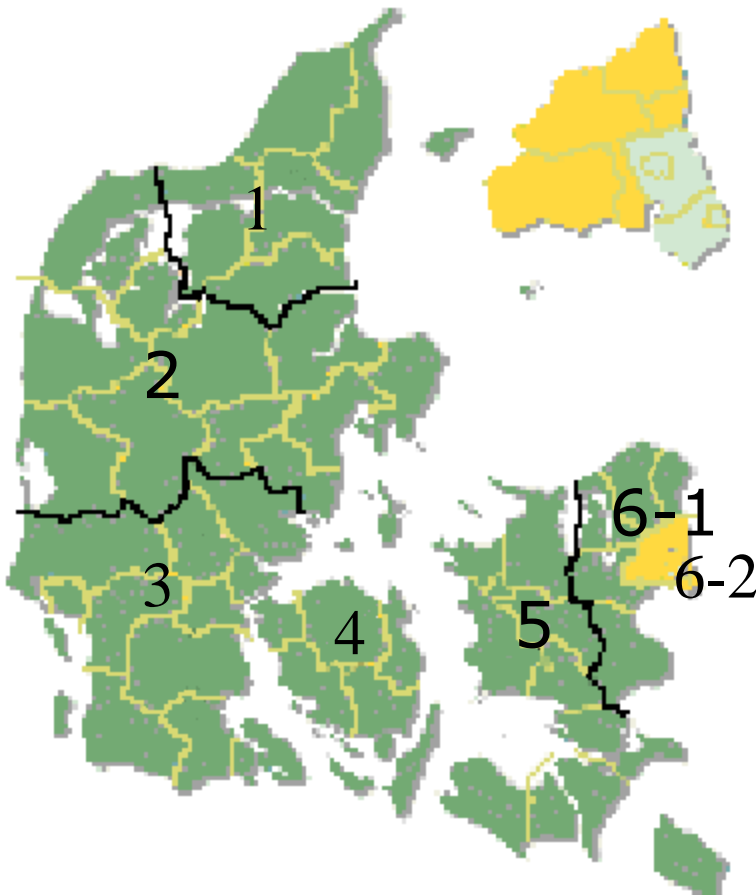


The Danish confederation of Trade Unions for officials and civil servants (FTF) is the central, national organization for about 300.000 wage earners.



The Association of Public Servant Trade Unions (CO-II) organizes and bargains for over 30.000 members in 37 different organizations.

Local Police Unions and Electoral Regions



Electoral Regions 1, 2, 3, 4, 5, 6-1 and 6-2

Electorals on a national basis outside the regions

- Politiforeningen for Rigspolitiets Afdelinger (Central dept.)
- Foreningen af Politiledere i Danmark (Police leaders)
- Domstolenes Tjenestemandsförening (Court Clerical Staff)
- Politiets Kontorbetjentforening
- Föroya Politistafelag (The Faroe Islands)
- Kalaallit-Nunaanni Politiit Pegqatigiiffiat (Greenland)

Organization

The Negotiating Committee in the Police Union



President
Peter Ibsen
Lønteknisk Udvalg



Vicepresident
Peer Falkegaard Withagen
Organisationsudvikling +
Kontorudvalg



Member of the Committee
Richardt Andersen
Miljø- og Sikkerhedsudvalg



Member of the Committee
Claus Hartmann
Ansættelses- og Uddannelsesudvalg



Member of the Committee
Hans Illum Hansen
Personaleudvalg



Member of the Committee
Helge Frost Nielsen
Teknologiudvalg +
Efterforskningsudvalg



Treasurer
Ole Weiss
Økonomiudvalg



From the Secretariat:

Head of office Hans Bundesen
Union Secretary Poul-Erik Olsen
Union Secretary Hans Agerbo Jensen
Union Secretary Flemming Olsen
Union Secretary Claus Redder Madsen

Affiliation during the basic police education



§ 5

Admission to the Union

The connect to the Union happens through the local police association at the place, where the person in question is permanent on duty.

The local police association takes care of the professional, social and economic interests of the members

This happens formal via

"THE WORKING COMMITTEE"

The Ministry of Finance and the central organizations have made an agreement on cooperation and the foundation of Working Committees in the firms and institutions under the state.

The agreement includes all "State institutions".

The agreement is a central agreement, which has to be "filled up" on a local basis.

*HOVEDAFTALE (The law for civil servants §49)
Tjenestemændenes og Tjenestemandspensionister-
nes forhandlingsret udøves gennem de respektive
centralorganisationer i relation til finansministeren,
regering og Folketing.*

Wage – salary

An example on a wages slip



Afsender:
RIGSPOLITICHEFEN
Polititorvet 14
1780 København V

2.177

Politibetjent

Arbejdsgivernummer: 17143611

Lønnummer		Personalekategori			Stedtillæg		Timenorm	
		Tjenestemænd			6		1,0000	
LR/KL	TR	SKTR	OPRYKDT					
13	1	18	01-08-2006					
KODE	ART			ENH	SATS	YDELSE	FRADrag	
2000	Vedr. august 2004					19.169,92		
2048	Lønning					43,30		
2100	Pensionsbidragstillæg					721,67		
3940	Særligt tillæg (polititillæg)					98,35		
7047	Tillæg til gruppelev						42,15	
7074	ATP-bidrag sats C						43,30	
7074	Pensionsbidrag						98,35	
8940	Kontingent - gruppelev						1.596,00	
9845	Arbejdsmarkedsbidrag						5.784,00	
9850	Kildeskat							
						Ydelse i alt	Fradrag i alt	
						20.033,24	7.563,80	
Pengeinstitut	Kontonummer		Til disposition			Beløb		
6010	1558007		30/07/04			12.469,44		
SKATTEKORTOPLYSNINGER			SKATTEPLIGTIGT BELØB			INDEHOLDT KILDESKAT		
Fradrag	Trek%	Frikort	Indværende periode	Indværende år	Indværende periode	Indværende år		
3.890,00	40		19.947,79	19.947,79	5.784,00	5.784,00		
Evt. supplerende oplysninger								
Samlet pensionsbidrag af tillæg sendt til PFA-pension:						129,90		
Arbejdsmarkedsbidragsopgørelse:			Grundlag	Indv. periode	Indværende år			
			19.947,79	1.596,00	1.596,00			
Særlig pensionsopsparing :				Indv. periode	Indværende år			

Example on the different elements



Wage per month – ordinary police off. on shift

Normal monthly wage	D. kr. 19.825,08
Special police allowance	D. kr. 746,34
In total (App. € 2.660)	D. kr. 20.571,42

Special allowances for working shifts

For working in the uncomfortable "hours" supplementary there will be paid the following payments per hour for the duty in the periods:

"Night-money" (17-06) per hour kr. 30,91
(App. € 4)

"Weekend-allowance"

From Friday 2300 to Sunday 2300 -
per hour **(App. € 4)** kr. 31,44

Example

Duty at night - Saturday 2300 – Sunday 0700

7 "Night-hours" á kr. 30,91	kr. 216,37
"Weekend-all.", 8 hours á kr. 31,44	kr. 251,52
In total (App. € 62)	kr. 467,89

35 hours/week for police officers on shift. The average civil sector working time is **37** hours per week – 8 hours á day.

In the collecting bargaining we succeeded in extending the holidays per year, which means, that we now have 6 weeks every year

Conditions of Organization

Subscription – 1th March 2006



1,15 % of wage on average (Sk.tr. 24 – sats 4)

The Police Union in Denmark	kr. 149,20
PiD (not regulated)	kr. 20,00
+ "Garantifond" (Foundation)	kr. 30,00
The local police associations	kr. 69,10
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In total	kr. 268,30
+ "Special Foundation"	kr. 10,00
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In total (37 €)	kr. 278,30

Cooperative partners

Special offers to members

P O L I T I
F O R B U N D E T



Social interests, for instance Summerresidences (13) all over the country and a couple of “mobilhomes” in the south of France to reasonable prices



The Union cooperates with “Lån & Spar Bank” - we have our own “POLICEBANK”



**Gratis
Mastercard**



The Union cooperates with “FORBRUGSFORENINGEN”, which is an association giving discount in several thousand stores all over the country.



The Union cooperates with “POPERMO” – an insurance company to offer the members attractive insurances



The Union cooperates with “FORENEDE GRUPPELIV” an insurance company to offer the members attractive life insurances



The Union cooperates with the insurance firm “Willis” about a treatment-assurance on the private hospital Mølholm.