

Main elements of the new collective agreement in the Danish state sector (2002 - 2005)

The collective agreement covering the Danish state sector, which was concluded by the Central Federation of Danish State Employees' Organisations (CFU)¹ and the Ministry of Finance on 27 January, was adopted on 5 April following a ballot among the members. The agreement covers the period 1 April 2002 to 31 March 2005.

The main negotiation demands of the trade unions were the greatest possible amount for general wage advances and 2 extra holidays. The trade unions also attached great importance to further initiatives in the field of competence development and to the improvement of the conditions of shop stewards. Good results have been achieved in all of these fields.

The agreed economic framework for the period is 7.55 per cent of the total wage sum in the state sector, 5.55 per cent of which has been earmarked for general wage advances. The agreement provides for 2 extra holidays, and means that the demand for 6 weeks' holiday per year put forward at the last collective bargaining round has now been completed.

With special reference to enhancing the competence development of employees and management, the social partners have agreed on a "competence package". The package is made up of six elements: 1) the agreement on strategic and systematic competence development (at the same time making it more binding), 2) the Central Government Centre for Competence and Quality Development (SCKK), 3) the Development and Restructuring Fund (extending its field of actions to digitalisation and corporate social responsibility), 4) the Competence Fund, 5) management development projects, and 6) health and safety initiatives (with special focus on workplace valuations and the psychical aspects of the working environment). The leading principle is to enhance interaction between agreements in this field as well as coherence between competence development, personnel policy and wage policy. The structure reflects that the central level supports competence development at the workplace level in the form of guidelines, counselling and guidance as well as subsidy schemes.

The agreed improvements of the agreement on shop stewards comprise: A provision that time taken up by the employer counts as normal working time and thus can be subject to overtime pay, and a joint recommendation that the rate of employment of shop stewards should not differ substantially from the rate of employment of the group of workers he/she represents. In their joint comments on the agreement the social partners stress the importance of shop stewards' access to competence development, and point out the possibility of concluding bonus agreements for shop stewards at the workplace level.

No specific demands regarding equality were put forward in this collective bargaining round. However, the improvement of wage statistics that is a part of the agreement on new pay includes the insertion of gender information in future wage statistics.

¹ CFU is the joint collective bargaining committee of the four central organisations in the Danish state sector: StK, COII, TOK and AC. StK's President Peter Waldorff is President of CFU.