

Service Check

of the framework for collective bargaining and agreements in the Danish state sector



Joint social partners' project 2011-2012

Background: CB08

Collective bargaining in 2008 was about

- Pay, pay, pay...



The Wage Commission

Set up by Government in 2008



Terms of reference / Mandate:

- Wages and wage formation
- Equal pay and the gender segregated labour market
- Flexibility
- Framework for management and work organisation

Composition:

- Independent chair
- Trade Union Confederations and collective bargaining communities
- The public employers
- Experts





Conclusions

To find appropriate balances:

- Between central og local powers
- Between management by pools and management by objectives/framework grants
- Between focus on occupational groups and focus on tasks
- Between rules and professional judgement



Conclusions (2)

The Wage Commission recommends a service check in the public sector. The service check shall

- Contribute to "future proofing" and innovation
- Increase job satisfaction, commitment and opportunities for development
- Benefit efficiency, tasks, citizens and users

The recommendation applies to several actors, but in particular **employers and employees should look at**

- Agreements
- Collective bargaining systems
- Informal routines and behaviour standards

CB11 – Agreement on Service Check

Future conditions for the public sector:

A tight economic framework

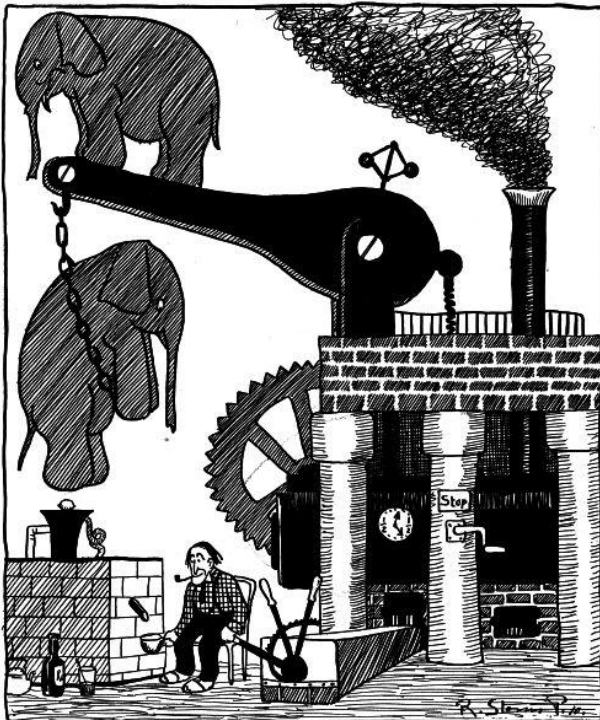
The need to optimize and increase efficiency in attention to tasks

Restructuring and change

New expectations from managers and workers

Demographic change

***Agreements must create
the right framework for
addressing the challenges***



CB11 – Agreement on Service Check

- The social partners agree to follow the recommendation of the Wage Commission and launch a service check of the framework for collective bargaining and agreements
- The service check will be carried out by a Committee up to CB13. The Committee: OAO, AC, SKAF and the Ministry of Finance.
- The Committee will jointly identify future solutions and present proposals for the development of the framework for collective bargaining and agreements in May 2012



The Service Check

The Committee will i.a. examine the following questions

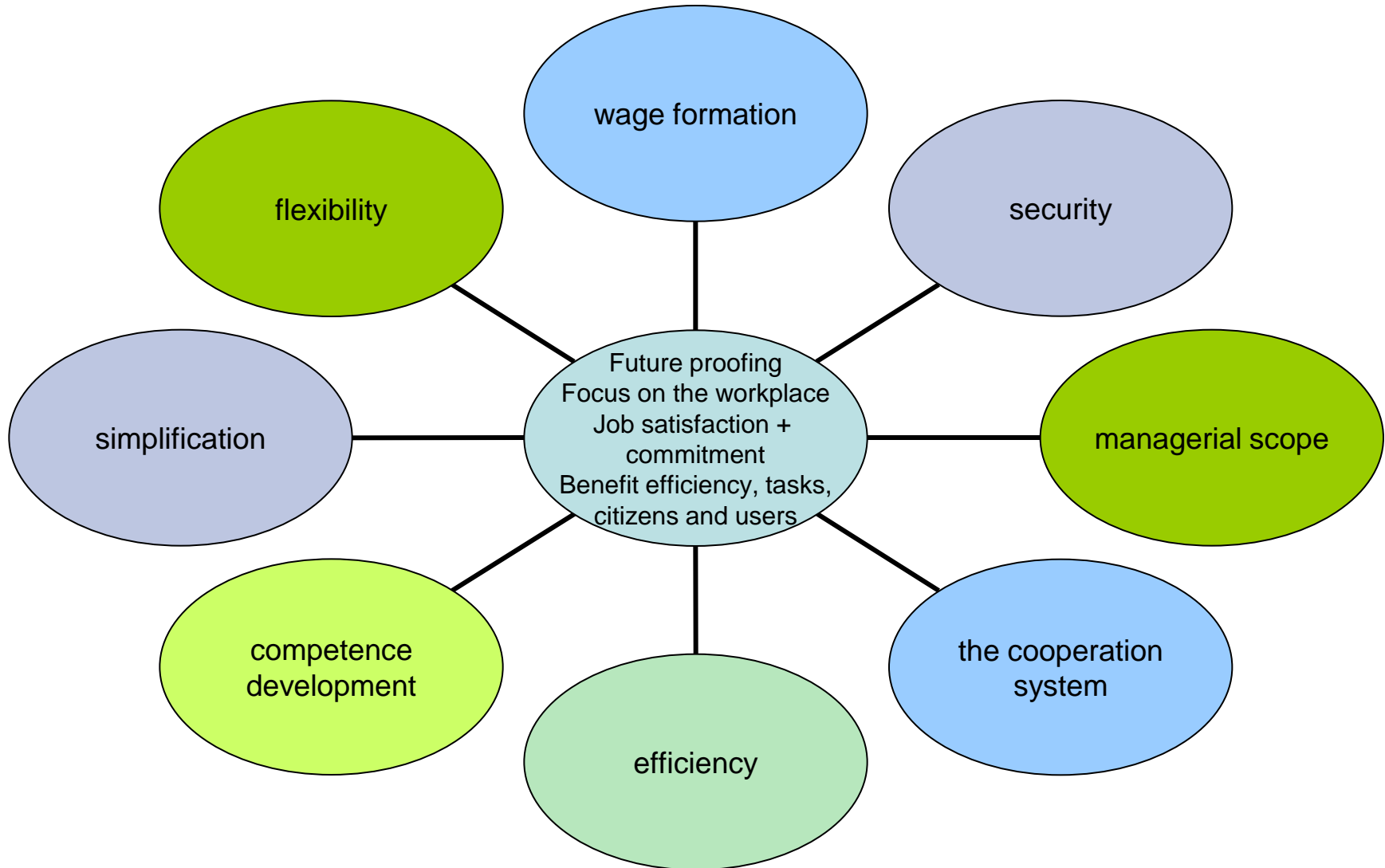
- The roles of the social partners in the determination of wages and employment conditions
- What should be regulated at central and local level respectively
- How can rules support work at the local level on
 - Development and change
 - Efficiency in attending to tasks
 - Recruitment and retention
 - Development of attractive workplaces
 - A good working environment
- Framework for dialogue and cooperation at the workplace

The Service Check

Discussions will be based on:

- **The principle of proximity** – decision making powers at the most decentral level possible
- **The principle of equality** – men and women are treated equally
- **The principle of performance** – it pays to make an extra effort
- **The principle of efficiency and quality** – focus on task attention

The interests of the social partners



How do we go about this work?

- Meetings held as a series of seminars – with sufficient time for joint long-term reflections
- Inspiration for new thinking and knowledge and experiences drawn from
 - Public workplaces
 - Other countries
 - The private sectorThe good examples!



Work of the Commission ends in May 2012



Preparation for CB13



Result of the Service Check?

