



Parliamentary Reception

BAFF
20 May 2009

UK visit, 20 May 2009



Presentation

- Flemming Vinther
- President of the Union of Enlisted Privates and Corporals in the Danish Army (HKKF)
- President since 2004
- Full-time union representative in the Union since 1996*
- Conscript, the Royal Life Guard, 1983
- Professional soldier since 1986
- Stationed in Macedonia 2002-2003
- President of Public Employees' Unions, OAO-stat, (65,000 members)
- President of Joint Committee of the Central Organisations (450,000 members)
- Member of the executive board of the Danish Confederation of Trade Unions
- Vice-president of main joint consultative committee of Defence Command Denmark

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What is HKKF?

- Represents about 5,000 professional private soldiers in the army
- Officers and non-commissioned officers are in two other unions
- Has existed since 1958
- Has since 1973 held the right of negotiation
- Is a member of the Danish Confederation of Trade Unions with a seat on the executive board
- Is a member of the Confederation of Public Employees' Unions and chairs OAO-stat
- Chairs the Joint Committee of the Central Organisations
- Is a member of EUROMIL



What is HKKF?

- HKKF operates on the exact same conditions as any other professional union in Denmark.
- We are subject to the same requirements and share the right rights, and these conditions also apply for our members.
- However, unlike other public officials in Denmark, we cannot strike.
- We are subject to the military penal and disciplinary codes.



What does HKKF do?

Agreements

Two signatures - show agreement

Pay

Other services

Contractual relations

Pensions

Covered by centralised collective agreements



What does HKKF do?

Cooperation

Must be consulted, but superior makes final decision

- Finances
- HR policy
- Contracting out and outsourcing
- Competence development
- Psychosocial climate, including work-related stress
- Job satisfaction, personal wellbeing and health
- Follow up on sickness absence, etc.
- Jobs on special conditions.



What does HKKF do?

Legal matters

Legal advisory service

- Industrial injuries
- Taxation
- Social matters
- Holiday pay



Did we ever?

Walkout and go on strike?

- *No, we cannot do so according to agreements and legislation*

Misuse our right of negotiations in missions?

- *No. Conditions of missions are not subject to agreement*

Prevent a superior from dismissing an employee?

- *Yes. If the management failed to observe valid agreements and procedures.*



Why are union rights for soldiers important?

- Naive to believe that management will safeguard soldiers' rights
 - only applies as long as the management needs the soldiers
 - soldiers are chanceless one-to-one against the system.
- A soldier sent out to fight for other peoples' rights should - of course - enjoy the same rights.
- The idea of denying soldiers' civil rights comes from a time when soldiers were conscripted for compulsory service. In that context, it was of course not possible to allow them the right to refuse.



Why are union rights for soldiers important?

- Today, our defence is either fully professional or a mixture with conscripts, but only the professionals are deployed on missions.
- Our general experience shows that union rights and strong unions give soldiers a sense of security - not the opposite!
- They experience being heard and that someone is fighting for them - but they do not expect always to get their way!



Current key action areas for HKKF

- Recruitment and retainment
- Competence development and general education
- Support to veterans and their families
- Future defence agreement
- Pay
- Rights of soldiers in other countries



Thank you for your time

Q and A

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