



The Police Union in Denmark – International policing experience – Summary.

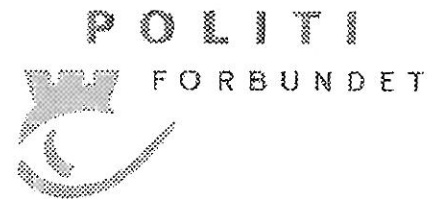
As a professional, single police force the Police in Denmark is very often asked to assist in different situations around the world. In the financial agreements with the state it has been settled that each year we are obliged to send out up to 75 police officers (out of around 11.000) to "international humanitarian police missions" around the world if needed. Most of them are "peacekeeping and humanitarian missions", but at the request of the Ministry of Foreign Affairs we also send out police officers acutely in cases of catastrophic events (e.g. the Tsunami in 2006, the went down of two Faroese ships in Chile 2007, the went down of the ship "Princess of Stars" in the Philippines 2008.)

As a single police force we only deploy sworn police officers. The Police in Denmark has a few bilateral assistance programmes in cooperation with the Nordic countries as well as in cooperation with the European Union with the aim to fight crime on an international level such as drugs, human trafficking and organized crime.

Furthermore we have "unofficial" deployments through the Ministry of Foreign Affairs – e.g. Embassies and secret service (the terror attack in Islamabad 20 September 2008).

Officially we have Danish police officers sent out on International Missions – international deployments – with different "mandates" as follows.....

- UNMIK – United Nations Mission in Kosovo – at the moment we have sent out 25 police officers but when EULEX is taking over the number of police officers will be raised to 40.
- EULEX – European Union rule of law mission in Kosovo – 5 police officers but as mentioned above the number of police officers will be raised to 40.
- EUPM – European Union Police Mission in Bosnia Herzegovina – at the moment 5 police officers.
- EUPOL – European Union Police Mission in Afghanistan – 10 police officers.
- UNMIS – United Nations Mission in Sudan – 2 (3) police officers for the moment.
- UNAMID – United Nations African Union Mission in Darfur – 3 police officers are supposed to join UNAMID soon.
- EUPOL COPPS – European Union Police Mission Coordination Office for Palestinian Police Support – 2 police officers, but we are planning to send out another 2.
- CPATT – Civilian Police Assistance Training Team – Iraq, Bagdad – 3 police officers.
- TIPH – Temporary International Presence in Hebron, Israel – 4 police officers
LIBANON – 2 police officers.
- EUJUST LEX – Bruxelles/Iraq – 1 police officer.
 - "Upcoming missions".....
 - GEORGIA – 25 September 2008 - the first 4 police officers.
 - SOMALIA - DARFUR.



In addition to these missions we have a number of police officers connected to EUROPOL and SCHENGEN in Europe, and INTERPOL outside Europe. Denmark has also cooperated very closely with the countries in the Baltic Sea region in the "Task Force on Organised Crime in the Baltic Sea Region" and has also been a part of a Nordic police cooperation in which the Nordic countries have deployed 33 liaison officers in 17 different countries. The Danish Police officers on the above mentioned missions are primarily taking care of "peacekeeping and humanitarian" tasks but more and more often it is now on the "educational" and "monitoring" level to train and educate the local police forces. It seems that training and educating local police forces is becoming a future trend in demand.

In connection to these missions the Police Union has entered an agreement with the National Commissioner to visit our police officers "once in a while". The largest group of Danish police officers is deployed in Kosovo. We do our best to visit them once every 3 months in connection with their Contingent Meetings/Medal Parades. Representatives from the Police Union and from the Commissioner are sent out together with a psychologist.

- The Commissioner is briefing the police officers about the situation within the police in Denmark and he also receives feedback about their needs.

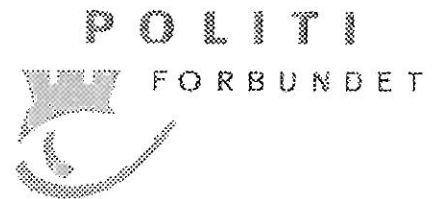
- The psychologist is giving a short presentation about what the police officers can expect. (In the beginning of the 90'ies the police in Denmark made a scientific investigation of the psychological environment within the police. Among others a questionnaire was sent out to all police officers in Denmark. Almost 90% (89,3% = 9.035) replied. After analysing the material a final report was written in 1993. The conclusion showed that the most significant working environment problem within the police was health problems caused by "extreme emotionally affecting events" in their working life. The international missions and risks are categorized as "extreme emotionally affecting events" and we have made agreements that every colleague has an obligation to have a conversation with a psychologist both before and after a mission).

- The representative from the Police Union briefly informs the police officers about different important trade union matters (collective bargaining, special economic agreements for the deployed officers, information about what to expect when they return etc.).

These visits are very valuable to the Union. We get an up to-date feedback on the situation out there but more importantly the police officers feel that we take them seriously. Furthermore it gives us a possibility to getting to know their working conditions and to maintaining a good social relation.

We do not visit "the minor" missions every year.

On the EU-level we have the possibility to have direct influence on the "mandate" through EuroCOP – on industrial relations, working conditions etc.



On the other hand it is very difficult to have a direct influence on the UN-level. For instance we had a police officer who was in Bosnia in 1996 - involved in ID in mass graves – when returning to Denmark he developed PTSD. This injury was immediately reported to UN as an occupational injury. Finally, in the summer of 2008, via the involvement of our Foreign Secretary, the UN accepted the claim for compensation. If only a precise mandate procedure had been settled beforehand this colleague would not have had to wait for 12 years to get his compensation.

At the request of the Kosovo Police Union (KPU) – via United Nations Mission Kosovo (UNMIK) – we are presently giving advice to the KPU – in connection to the establishment of their new union. Furthermore we give personal advice to the President of Kosovo and we exchange experience. With inspiration from us the KPU has succeeded entering an agreement on introducing special allowances when working outside normal office time. They did not have this before. The Kosovo Police Force is still the only police force in the world without having life and accident insurance paid by the employer. We have had meetings with their Ministry of Interior and their President. We have really stressed the importance of introducing employers' liability (Compulsory Insurance) which they promised to take care of as soon as possible. In our view this "advisor role" from one Union to another could be a future demand.

