



## ICPRA Conference 2010

### The Police Union in Denmark – International policing experience - 2010.

Being a single professional police force we do only deploy sworn police officers. The Danish police are very often asked to assist around the world. In the economic agreements with the state it has been settled that every year we are to send out 75 police officers (out of approximately 11.000) to “international humanitarian police missions” around the world. Most of them are “peace keeping and humanitarian” missions, but at the request of the Ministry of Foreign Affairs we also send out police officers to assist in acute situations such as catastrophes (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, i.e.).

Furthermore, there are the “unofficial” deployments through the Ministry of Foreign Affairs – i.e. Embassies, secret service.

As per 5 May 2010, officially we have Danish police officers sent out in International Missions – international deployments – with different “mandates” as follows.....

- EULEX – European Union rule of law mission in Kosovo - 16 police officers but the intention is up to 40 (the former UNMIK – United Nations Mission in Kosovo).
- EUPOL – European Union Police Mission in Afghanistan –12 police officers.
- EUMM – European Union Monitoring Mission – Georgia – 4 police officers.
- CPATT – Civilian Police Assistance Training Team – ITAM, Iraq, Bagdad – 5 police officers.
- EUJUST LEX – Bruxelles/Iraq – 1 police officer.
- AU HQ – African Union in Addis Ababa – 1 police officer.
- TIPH – Temporary International Presence in Hebron, Israel – 4 police officers.
- USSC – United States Security Coordinator – 1 police officer.
- LIBANON – for the moment 2 police officers.
- EU CPCC – Brussels – 1 police officer.
- Upcoming missions.....
- POMLT-Mission ISAF/NATO in Afghanistan per 1 August 2010 (Police Operational Mentoring and Liaison Team) – 2 police officers will probably go to Helmand.

Besides from these missions we have a number of police officers connected to EUROPOL and SCHENGEN within Europe and INTERPOL outside Europe. Denmark has also cooperated closely with the countries in the Baltic Sea region in the “Task Force on Organized

Crime in the Baltic Sea Region” as well as a Nordic police cooperation in which the Nordic countries have deployed 33 liaison officers in 17 different countries.

The Danish Police officers in the mentioned missions (UN-, EU- and NATO-operated as well as we have a few bilateral assistance programmes) 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. This must be the future trends in demand.

In connection with the missions the Police Union has made an agreement with the National Commissioner that we visit our police officers “once in a while”. The largest group of Danish police officers is deployed in Kosovo – and we therefore try to visit them once every 3 months in connection with their Contingent Meetings/Medal Parades. These visits are paid by us together with a representative from the Commissioner and a psychologist.

The Commissioner briefs on the situation in the police in Denmark and getting “feed-back” on what the police officers need.

The psychologist gives a short presentation about what the police officers can expect in case of extreme emotional events. In the beginning of the 90’ies the police in Denmark made a scientific research/thesis on the psychological environment within the police force. Among others a questionnaire was sent out to all police officers in Denmark. Almost 90 % replied (89,3 % = 9.035 answers), and after analyzing the material a final report was made in 1993. The conclusions showed that the most significant working environment problem within the police is health consequences due to extreme emotionally events in the working life. The international missions and risks are considered being “extreme emotional events” and we have made agreements that every colleague has an obligation, before and after a mission, to consult a psychologist for a conversation and evaluation of the colleague’s mental health.

The Police Union gives an overview of the trade union matters (collective bargaining, special agreements for the deployed officers, what to expect when they return i.e.)

These visits are very valuable to the Union – we get “feed-back” on the situation abroad, the police officers “feel” that we take them seriously and furthermore it gives us a possibility to get to know their working conditions and to keep up a social aspect.

However, we do not visit “the minor” missions every year.

On an EU-level we have the possibility of having a direct influence on the “mandate” through EuroCOP – industrial relations, working conditions i.e.

However, on the UN-level it is quiet difficult to have a direct influence. 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 and it was reported to the UN as an “occupational injury”. Finally, in the Summer 2008, via the involvement of our Foreign Secretary, the UN accepted to cover the claim for compensation because of the injury. If the mandate had been exact the colleague would not have had to wait 12 years to get his compensation.

Another Union aspect/angel worth mentioning could be that we, at the request of the Kosovo Police Union (KPU) - via the formerly United Nations Mission Kosovo (UNMIK) and now EULEX – gave advice to the KPU in connection with the establishment of the new union. Furthermore we gave personal advice to the elected President and we exchanged experience with the President. 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. The KPU has also become an associated members of EuroCOP.

In our point of view this "adviser role" from one Union to another could be a future demand, which ICPRA could deal with.

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