



## **WORK-LIFE BALANCE LEGISLATION IN SLOVENIA- GOOD PRACTICE IN PUBLIC SECTOR – POLICE OFFICERS**

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# Collective Agreement for Police Officers

- signed in May 2012 (amendments in 2014 and 2016)
- involved organisations: Police Trade Union of Slovenia (PSS)  
Trade Union of Police Officers (SPS)  
The Government of the Republic of Slovenia  
(Ministry of Interior)
- validity : period of 5 years, with automatic prolongation
- key group: police officers

# Key reasons for starting negotiations

- financial crisis in year 2012;
- austerity measures which were pushing wages downward;
- cuts in reimbursement schemes (payment of travel expenses);
- need for better working conditions and better parental rights;
- strike of police officers in year 2012 (supported by 80 percent of the membership of PSS);
- conclusion of Strike agreement in year 2013.

# Key provisions

- **Restrictions in the field of temporary relocation and posting** (*Article 19 of Collective Agreement*)
  - Police officers cannot be stationed or transferred more than **30 km** from their home in case of:
    - single parent family, until the child is 7 years old;
    - police family, having a child up to age 7 (right belong to one of the parent);
    - taking care of a seriously mentally or physically disabled family member;
    - police officer, older than 55 years (men) and 50 year (women).

# Key provisions

- **Special parental protection** (*Article 22.c of Collective Agreement*)
  - applied in case of overtime, night work and irregular working time (basic provision are covered by Employment Relationship Act (ZDR-1))
  - more favorable provision in Collective Agreement:
    - parent, who enjoy special parental protection, has a right to work only in morning shift **until 15:30**;
      - exemption ( consent of police officer);
      - protection last at least 3 consecutive months, with possibility of prolongation;
  - in case of irregular working time, max. working obligation per week is **40 hours** (including work during the weekend); general: max. irregular working time due to general legislation (ZDR-1) in max. 56 hour per week).

# Key provisions

- **Beneficiaries:**
  - workers who takes care of a child up to 3 years of age;
  - pregnant women, until one year after a child was born;
  - one of the parents, taking care for a child up to age 7;
  - parent in single parent family, who taking care of a child up to age 7;
  - in case of police family, right in conferred to one of the parent.
- Pregnant women, women on maternity leave and women, who recently gave birth
  - excluded from night and overtime work;
  - excluded from performing tasks which could endanger her's or child's health (physical, chemical, biological factors).

# Annual leave

- **use of annual leave** (*Article 20 of Collective Agreement*)
  - parents of school children can take at least 10 days of their annual leave during school holidays;
  - both parents in police family are entitled to take 10 days of their annual leave during school holidays at the same time;
  - right of use of two days of annual leave, regardless working needs (applied for all police officers).
- **Annual leave for special working conditions** (*Article 19.a of Collective Agreement*)
  - additional days of annual leave in following cases:
    - 1-2 additional day (irregular working time, night work , shift work;
    - 1-6 additional days ( performing particularly dangerous task – Special unit).



# THANK YOU FOR YOUR ATTENTION

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