

WTD implementation in The Armed Forces in Denmark



Centralforeningen
for Ståpersonel

Forsvarets Fagforening



Implementation of the Working Time Directive in Denmark

Starting point: The right to negotiate wages and working conditions

The Danish labour market model – known as the Danish Model – is based on a division of responsibilities between the government, the employers' organisations and the labour organisations. Furthermore, the respective organisations on the employer and labour sides negotiate salary and working conditions through collective agreements.

In the Armed Forces it is between the Danish Ministry of Defence Personnel Agency (MDPA) and e.g. CS



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This means that at the overall level, the implementation of the Working Time Directive (WTD), including Occupational Safety and Health (OSH) in Denmark, generally had had no “negative” significance in the field of defense.

This is primarily due to the fact that Danish labor market – **including the armed forces** - is already quite regulated on e.g., in the working hours and working environment areas.

- A good example of this was the New Holiday law, which came into force on 1 September 2020. The New Holiday Act was amended on the basis of a statement from the European Commission (2015) that the long- time lag between earning and taking a holiday was contrary to EU Working Time Directive.

This has not been negotiated between the Ministry of Defence Personnel Agency and CS, but is automatically included in the Defense Personnel Management



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Working hours – Rules and regulation

- **The time registration system in the Armed forces:**

In the Armed Forces **the time registration system** also ensures that employers - following the EU ruling (Deutsche Bank case) in 2019 - can and must register working hours for all employees. It also comply with the Working Time Directive's rules on rest periods (11 hours of continuous rest within every day).

The rest period is also regulated in the Working Environment Act in Denmark, The State's working time agreement and the Armed Forces' own administrative provisions.

- **Working time**

As an employee (also in the Armed forces) you are a part of the Employers' and Salaried Employees' Act (in Danish: Funktionærloven).

With salaried employee status, an employee in the Armed forces acquires certain entitlements in relation to his or her employer, such as the standard work week is 37 hours, salary during sickness e.g.



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Exceptions for WTD in the Danish Armed forces

There are a few exceptions from the Working Time Directive, including actual military service and armed conflicts (INTOPS), but as stated in the introduction, there are generally no major challenges in the implementation of WTD in the field of defense.