



NATIONAL OFFICERS' TRADE UNIONS ASSOCIATION RESOLUTION

Understanding the importance of public sector, the government continues adopting the reforms related to the structural changes in the sector. The procedural and structural reforms often initiate challenges on different degrees and do not introduce the accurate solutions to the most acute problems emerging in terms of employees of the public sector. During the structural reforms and other legal changes, the development of partnership and social collaboration becomes even more urgent. It is needed to properly tackle the issues significant to officers and employees of the public sector not only on national but also on a European level.

The petition by Àngels Bosch Camprecios on behalf of The European Confederation of Police (EuroCOP) on social rights, the right to strike and health and safety of police officers in the EU is the example of what grave problems the officers have to face today. EuroCOP's 2025 vision for the future of European policing calls for action by the European Union, national governments, police forces, their unions and other organisations across Europe to act together to tackle the challenges faced by police forces today. EuroCOP believe that by taking action now, European police forces can ensure that they have the resources, skills and capacity to keep European citizens safe and secure for the long-term future.

The cases of inequality and the abolished social rights of the officers show that the attention devoted to these issues is still insufficient, especially in Lithuania. The rights of Lithuanian employees of the public sector are not safeguarded, they still do not receive the fair remuneration for the work and their retirement pensions are far smaller than those paid in the other countries of EU. We assume the duty to work on all possible ways to defend their mutual interests and achieve the full recognition of their legitimate rights. The resolution declares the fields of activity and the aimed to fulfil objectives reaching out to the central institutions of the Republic of Lithuania.

RESOLUTION

Regarding the ensuring of the rights of law enforcement officers in the Republic of Lithuania

With the view of ensuring the rights of law enforcement officers and development of law enforcement system we call for:

- 1. The rise of wage of the Ministry of the Interior of the Republic of Lithuania officers according to the stages of Program 1000, consistently raising coefficient of official salary of both lower and higher units' officers, adopting long-term and effective ways of raising real wages, which should be possible due to the proper allocations from the public budget in 2019: not less than 4.2 million Euros to the Police Department; 5.2 million Euros to the system of the State Border Guard Service; 1.2 million euros to the Public Security Service; 5.5 million Euros to Fire**

and Rescue Department. These numbers do not represent budget needed to successfully implement Internal Service Statute.

2. Raising the funding of criminal-law framework by Lithuanian Republic Ministry of Justice to assure its officers competitive and motivating wage according to the wages of officers working in other systems of the public sector. According to the Lithuanian Republic Ministry of Justice budget expectations, officers' wages fund should be increased by 4,5 million euros in 2019 compared to 2018.
3. Assuring the realization of the provisions of safety and health protection in the public sector and the necessary funding
4. Strengthening the provisions subjected to the Labor Code and the Law of trade unions related to bargaining power and influence in decision-making as well as anticipating the required funding for the development of social dialogue and for bargaining skills building.
5. The changes in structural reforms in the Prison Department and its system to exert the real economic and social effect and to improve work conditions listening to and considering the opinion of employees and their representatives.
6. Changing of officers and soldiers state retirement pensions regulations and anticipating the means to raise the state pensions of this sort and to recognize the possibilities of indexation of officers and soldiers state pensions.
7. Implementing the legal act that provided possibility for residents to allocate 1 % of income tax to trade unions would benefit strengthening trade unions and increase people awareness.

National officers' trade unions association in cooperation with EuroCOP believes that:

- Bargaining skills can be successfully improved, and the social partnership can be developed only with sufficient allocation of funding. This would lead to more efficient collaboration and agreements between employees and employers improving the public sector servants' work conditions and making the public sector more attractive.
- The statutory and career servants or employees of the public sector, who work under contract with budgetary institutions, would be motivated financially and would concentrate to perform their functions to the maximum efficiency only if their wage raise is on the legal premise.
- The mutual workers' rights could be assured and the European and international legislation of employees' safety and health protection standards could be respected only if the safe and healthy work conditions are provided to the servants and employees of the public sector.

- The premises to reach the size of officers' pensions of European Union and to raise the prestige of the profession, related to increased tension and stress, a risk to health and life, in attracting qualified motivated young people will be acquired only providing bigger state pensions to officers and soldiers anticipating the possibilities of their indexation.
- Law enforcement employees, their trade unions and, as a result, officers of many European states have to have possibility to implement their rights in the area of social dialogue. Some EU Member States, including Lithuania, have an absolute prohibition of officers' strikes. This fact is incompatible with the implementation of the provisions of the European Social Charter and UN law guaranteeing the right to organise and represent their interests.

EuroCOP
31 October 2018
Vilnius

A handwritten signature in black ink that reads "Angels Bosch". The signature is written in a cursive style and is underlined with a single horizontal line.

Angels Bosch
President
EuroCOP