

# Itinerariul Dialog

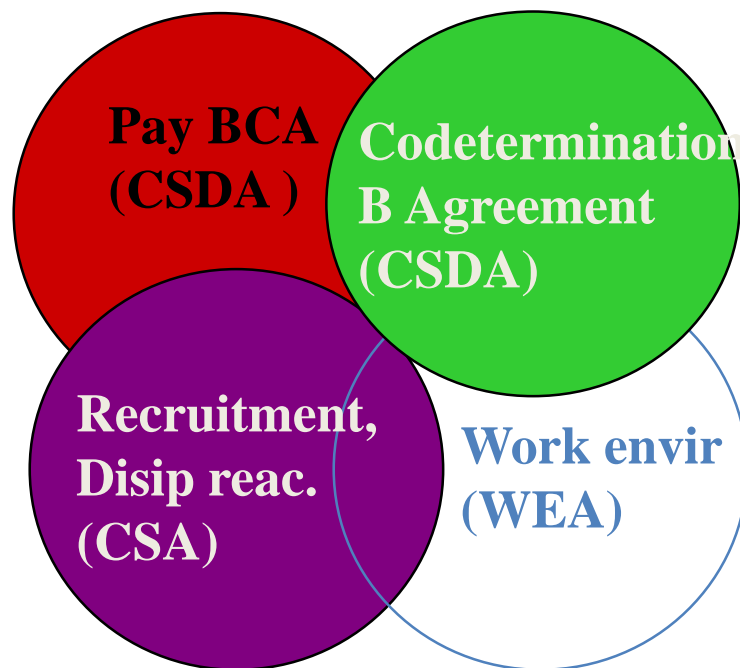
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# COOPERATION BETWEEN MANAGEMENT AND EMPLOYEES IN THE NORWEGIAN CORRECTIONAL SYSTEM

# COOPERATION SYSTEMS IN THE NORWEGIAN STATE SECTOR

**CSDA= Civil Service Dispute Act**  
**CSA= Civil Servant Act**  
**WEA=Work Environment Act**  
**Basic Agreement**  
**BCA=Basic Collective Agreement**



Different levels and partners in the state sector:  
Ministry of Government, Administration, Reform  
and Church affairs

VS

Akademikerne-Stat, LO-stat, UNIO-stat and YS-stat  
Ministry of Justice and Public Security  
(the correctional service)

VS

Akademikerne, NFF/FO, UNIO, KY/KLF

Different levels and partners in the state sector  
Five regional directors + Governor of the Prison  
officer staff academy

VS

Akademikerne, NFF/FO, UNIO, KY/KLF

ca 70 prison/probation governors

VS

Juristforbundet, NFF/FO, KY/KLF

## Different levels and partners in the state sector

Who's representing (and have the right to) the employees varies depending on the different Acts and regulations.

Disputes are also to be solved in different ways depending on Acts/regulations and levels.

# Managements right to excercise operational management

**The management has the right to**

**Employ and**

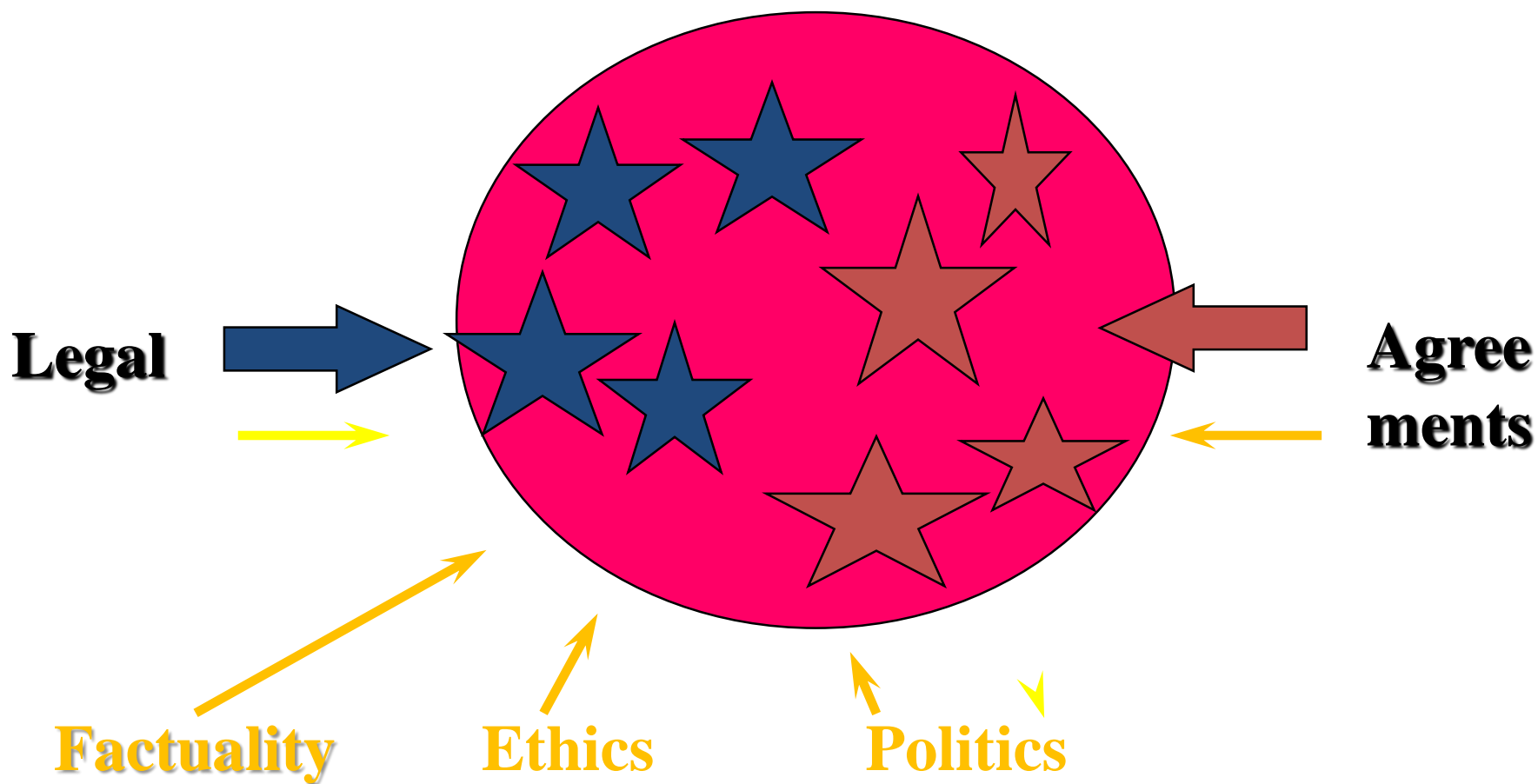
dismiss employees,

organize,

lead and exerise control of the workforce

Management are in charge of who does what, when and how

..limitations..





# Management control is limited by(state sector)

Laws

Agreement

Person. work.agr

Basic Collective Ag

Pay,pension,hours

Other.

Eks:

Work Environment Act

Holiday Act

C Service Act

Gender Equality Act

Retirement Act

Pension act

Nat Insurance Act

Freed of info Act

Public adm Act

Civil S Dispute Act

Work Environment Dispute Act

BCA

1. Pay+scales

2. Econ comp

3. Personal days

4. Insurance

5. Loan

6. Senior days

Special agreements

Based upon BCA

General:

Eg:

Travelcomp

Holiday

Special:

Eg:

Uniform

K-9

Basic

Agreement

(soci-dialog)

General

Adjustment

To Basic A

Service

# 1. Budget and accounting 3. New employees

# 2. Info of adm decissions 4. Political decisions(§2pkt3)

## Discussion (§ 12)

1. Budget
2. Change of empty position
3. Building projects
4. Plans.
5. Purchasing
6. Work-/shiftplan
7. Change of budget between pay and other costs

1. WEA § 7-2 (2)
2. Personalplan
3. Training  
(chap.6, jf § 12)

## Negotiations (§ 13)

1. Change of organiz
2. Staff increasement
3. Welfare
4. Suggestions
5. Staff regulations
6. Area, use of

This has been a short brief on the Norwegian system on social dialogue and codetermination in the state sector.

Questions?