



The Union of Civil Servants  
The Court Administration

## Report from Sweden EUR 2011

Best presidium, dear colleagues in Romania, vice presidents and all other colleagues

First of all I want to give special thanks to the Romanian delegation that have made it so nice for us here in Bucharest. I have been in Bucharest two times before, one to take part in a meeting for the vice presidents and one with the board of our Trade Union.

That time we met our sister organization in Romania. But this time it will be very exciting and an inspiration to see Bucharest and its surroundings.

I would also like to thank the presidium for their good work, the good contact with us vice presidents and the good information they have given us during this year.

Since last autumn when we met in Italy a lot has happened for us in Sweden.

- As we told you when we met last year a reorganization of the Environmental Court were going to take place. This happened on the second of May. Then we got five Land and Environmental Courts and one appeal against the Land and Environmental Court. This happened by a uniting of environmental objectives, land court thinning and cases about the plan- and builds law. The new courts are placed where the old Environmental Courts were situated. It means that they are a part of the District Court in the cities where they are placed. The Appeal against the Land and Environmental court is placed at The Court of Appeal in Stockholm.

The purpose of the reorganization is to simplify, coordinate and effectuate the time of handling for these cases.

It will mostly be about:

- Sanctions for water business and also enterprises which are harmful to the environment
- Questions about health protection, nature conservation, refuse collection, contaminated areas and dangerous garbage
- Questions about damages and repayments with connection to the environment
- Questions about building, demolition and land rights according to the plan- and build law

- Cases about site-lease hold rights
  - Appeals on cases from the law of plan
  - Cases about the laws of Real (estate?) Property, Construction and the rights to make leads
  - Expropriation cases
- As we have told you often before we go through changes all the time. In the beginning of this year the National Swedish Courts Administration wanted to close four small District Courts which have handled the cases about enrollment. They wanted to combine them with four more or less nearby District Courts. On the 12<sup>th</sup> of May the Government made the decision that they should stay where they are. The Government's explanation for this was that the staff needs peace and quiet so they can work.

As for the situation of education and development of competence we have already told you about the Courts academy which so far has arranged Courses only for judges. We have also told you that our "old" Council for education has been terminated and that we instead work with education in small teams. The responsibility for the overall work is now placed on our team that works with the working environment.

- The project group that is working with the new education for Rechtspflegers has made a film which describes the selection of courses and how they are arranged. The film will among other things be published on the website for the National Swedish Courts Administration. The purpose of this is to help the courts get a general view of all the courses that are offered and how they are planned.
- The project on the new education for the Rechtspflegers is also working with some courses on the Net.
- A test for a basic course for Rechtspflegers in Administrative law took place on the 17<sup>th</sup> of May. The course was meant for those who are new in the part of being Rechtspflegers. One of the new things in the new education for Rechtspflegers is that the person, before the lessons which are lead by a teacher, should go through some preparatory moments herself at home in the own court. This will help to get to the position where all students have the same starting point when they meet in the classroom. Another new thing is that the Rechtspflegers after their education should answer some questions – this works as a test of knowledge to secure that they have learned what they should. The intention is that the Rechtspflegers after each basic course should be able to process by themselves with only a little help. The intensive courses should be for those Rechtspflegers who have processed cases on their own without help for a long time.
- The first education on the Net is a production in basic medium proficiency for the Swedish courts. The overall goal with this education is to give:

- Basic knowledge about TV, newspapers and social Medias, journalistic work methods, ethnic rules and the possibility to ask for correction, reply, report contravention etc.
- Basic understanding of how TV and newspapers reporting and intensive coverage of the courts activity influence the confidence from the public
- And also the part of TV and newspapers in a democratic society and the conditions for the Swedish courts communicating with, through and in TV and newspapers

After the participator has passed the education he/she should know:

- Obligations and authorities for the collaborator in the Swedish courts
- The meaning of the Swedish courts strategy against TV and newspaper
- Where you can get help and support in questions against TV and newspaper

Except for the e-education The National Swedish Courts Administration has arranged many different, practical orienting courses about question against TV and newspapers. These courses have been lead by teachers. The courses have been both for judges and administrative personal, with practice and theory suited for respective occupational group. We have also had training for those who often end up in difficult interview situations

- When we met in Italy we were in the middle of our discussions about a new agreement. The agreements which had already been made for the other part of the labour market had been short and were not extensive enough about the raising of the salaries. For us who are public staffs in Sweden we have not to be salary leading. This means that we got a two year long agreement with a lowest space on 3, 6 % in rising on salaries. The National Swedish Courts Administration – like an employer – wanted all salaries to be decided in a discussion between the employee and the employer. For this they have to “pay” through that the raising of salaries will be paid out six months earlier. We then get an agreement that gives the collective – not each person – a rising of the salaries by 1, 8 % from the 1<sup>th</sup> of October 2010 and the 1<sup>th</sup> of April 2011. In the agreement it is possibility for every courts director to give the staff more than that. A negative thing in the situation was that our general director, after the agreement was signed, delegated the right to conduct the deliberation to every courts director with a “locked” space on only 1, 8 %. This has meant that when have come to discuss salaries in the Trade Union – for those members who have not been in agreement with their manager about their salary – there hasn’t been any money to discuss. This has led to both us and the members feeling a lot of frustration. After every ones salaries are ready we have sent out a questionnaire to the members in which we can see how the members have experienced the salary discussions with their manager.

- In December we got the results of our questionnaire for the working environment – which we send out every other year. In the replies we got back we can see how the working environment and the working situation have changed from the last time. We can see how it has changed in all the Swedish courts combined but also in every separated court. The result is measured in something we call Satisfied Collaborator Index – in Swedish shortened NMI. For the whole concern the NMI has got higher from 2008 when it was 64 to 2010 when it was 66. In 2006 we had a value on 61 NMI. The replies also gave us information about the:
  - Average age of the employee
  - How respective court “feels”
  - Average time of employment
  - Loyalty
  - Comfort
  - Balance between work and others aspects of life
  - Manifoldness
  - The managers part
  - Harassment
  - Etc.
  
- In the Trade Union we have worked strategically to get more members, above all to we have worked to get different occupational groups. We have had a lot of activities for the members on many of our courts. This to recruit new members.
  
- The cooperation inside the Trade Union with all our departments for the Judicial system – the Police, the Prosecutor, the Courts, the Forensic care and The National Board of Institutional Care, which take care of firstly young criminals continues. For example:
  - We have had a collective day of education for our boards
  - We have had a collective discussions against political trade union questions
  - We have had a plan to hold collective course for our local confidence people

- Before this autumn's big General assembly – where we will select a new board – we have evaluated our Trade Union organization which we have had for two years now. The members have answered a questionnaire.

I would like to finish by thanking our friends here in Romania for their hospitality and good arrangement around this congress with a little gift. As I already told you so we think that the presidium is doing a really good job, and would like to give them a little gift.

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*Vice president*