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Policing in Slovenia: Who Pays Whom and for What?

MARKETS IN POLICING: THE APETITE FOR AND
ORGANISATIONAL, CULTURAL AND MORAL LIMITS
TO MARKETS IN PUBLIC POLICING

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Introduction

- Basic facts & figures about Slovenia
- About Slovenian Police
- Plural policing in Slovenia
- Who pays whom and for what?
- Conclusion

Basic facts about Slovenia

- Country name: Conventional long form: Republic of Slovenia
- Independence: 25 June 1991 (from Yugoslavia)
- Capital: Ljubljana
- Administrative divisions: 201 municipalities and 11 urban municipalities
- Legal system: Civil law system
- Executive branch: President Borut PAHOR, Prime Minister Miro CERAR
- Legislative branch: bicameral Parliament consists of the National Council and the National Assembly
- Judicial branch: Supreme Court, Constitutional Court, subordinate courts: county, district, regional, and high courts; specialized labour-related and social courts.



Selected economic indicators for Slovenia

(Source for 2015: data.oecd.org/slovenia.htm)

- Population: 2.1 million
- GDP: 31 627 US\$ per capita
- Government debt: 97.3 % of GDP
- Unemployment: 9.0 % of labour force

About Slovenian Police

Police in figures

| | |
|--|--------------|
| Number of employees in the police service (on 31st March 2015): | 8,054 |
| uniformed police officers: | 5,303 |
| non-uniformed police officers: | 1,688 |
| remaining police personnel: | 1,063 |
| Number of police officers: | 6,991 |
| Number of criminalists: | 956 |
| Number of Special Unit Members: | 88 |
| Number of inhabitants per police officer: | 295.06 |
| Number of police officers per 10,000 inhabitants: | |
| all police officers: | 33.89 |
| uniformed police officers: | 25.71 |
| Number of criminalists per 10,000 inhabitants: | 4.63 |
| Average age: | 40.44 |
| Number of employees with a doctor's or master's degree: | 148 |
| Number of employees with a university degree: | 2,172 |
| Number of employees with a college degree: | 716 |
| Number of employees with a secondary school education: | 4,683 |
| Number of employees with a primary school or vocational education: | 335 |
| Number of all police transport forms: | 2,230 |
| Number of civil patrol vehicles and civil vehicles: | 1,059 |
| Number of blue-white patrol vehicles: | 540 |
| Number of intervention vehicles: | 90 |
| Number of terrain vehicles: | 170 |
| Number of motorbikes: | 137 |
| Number of other transport vehicles (freight vehicles, etc.): | 234 |

Plural policing in Slovenia (2015)

Table 1: Number of employees in organisations of plural policing in Slovenia (Sotlar & Dvojmoč, 2015)

| Organisation | Number |
|-------------------------------|---------------------------------------|
| Police officers | 6.991** |
| Customs officers ¹ | 1.133* |
| Judicial police officers | 531* |
| Municipal wardens | 169* |
| Private security officers | 6.392**; 149 private security firms** |
| Private detectives | 86** |
| Total | 15.302 |

* Data from 2014, ** Data from 2015

¹ This number represents all employees in Customs service. Customs service is from 2014 on part of Financial Administration of the Republic of Slovenia.

„Division of police work“ brings limitations

- Public and private police/security organizations have very precisely statutory defined tasks and powers in Slovenia
- Public police is paid by public money (from the state budget)
- Limitation to the public police - they cannot compete with private security firms and private detectives to obtain business in the security services market
- Restrictions apply to the police as an institution and also for the police officers as individuals
- Rules of on jobs that police officers are not allowed to perform (2013) - issued by the Minister of the Interior
- By *Rules* police officers are explicitly forbidden to perform tasks of private security or private detectives even in their spare time

- Police officers are also forbidden to:
 - perform tasks of voluntary guards according to the law on public gatherings, except at public gatherings organized by the representative police trade union;
 - maintain order in catering establishments;
 - give expert opinions and findings in the field of police work, except by order of the judicial or administrative authorities, etc.
 - **Police officers can only work in private security industry if/when they leave the police organization or retire**
 - Police officers cannot become private detectives within the period of two years after they have left the police

- The police as an organization may in certain cases charge for the service which is usually done by private security firm – for example - the client (a bank etc.) can hire the police for the protection of the transport of money where the value of shipments per vehicle exceeds 800.000 Euros
- The police can also charge for support maintenance of safety/security at public gatherings (sport, cultural, entertainment events).
- The police charged organisers of public events for their services - in 2013 (281 public events - 283.276 EUR) – in 2014 (230 public events – 198.478 EUR)

- Customs officers and judicial police officers (prison officers) are paid from the state budget
- Municipal wardens are paid from the budget of municipality (and they „bring“ substantial sum of money back to the budget)
- Private security organisations and individuals can be hired and paid by private and public entities
 - Private security firms (since 2011) can work for ministries, state and local government agencies, the police, armed forces etc. (exception is Slovenian Intelligence and Security Agency (their own security agency), which has its own internal security service)
 - The same applies for private detectives (they cannot work for domestic and foreign intelligence and security services and political parties and institutions founded by political parties)

Majority of jobs in security sector in Slovenia is poorly paid

- Ministry of the Interior of the RS came out with the following data on average monthly salaries of 4 jobs in 2013 (Sotlar & Dvojmoč, 2015):
- **Police officers:** 1.615,24 € gross/ 1.076,77 € net
- **Customs officers:** 1.560,83 € gross/ 1.057,18 € net
- **Judicial police officers (PO):** 1.432,25 € gross/ 976,80 € net
- **Soldiers:** 1.097,01 € gross/ 766,23 € net
- Monthly net salary of entry-level municipal wardens in 2013 was around 627 €/ around 892 € gross salary (Sotlar & Dvojmoč, 2015)
- Average monthly net salary in private security in 2013 was 656,92 €
- Average monthly net salary in Slovenia in 2013 was 1.007,65 € (Slak, 2014)

Police officer's salary structure

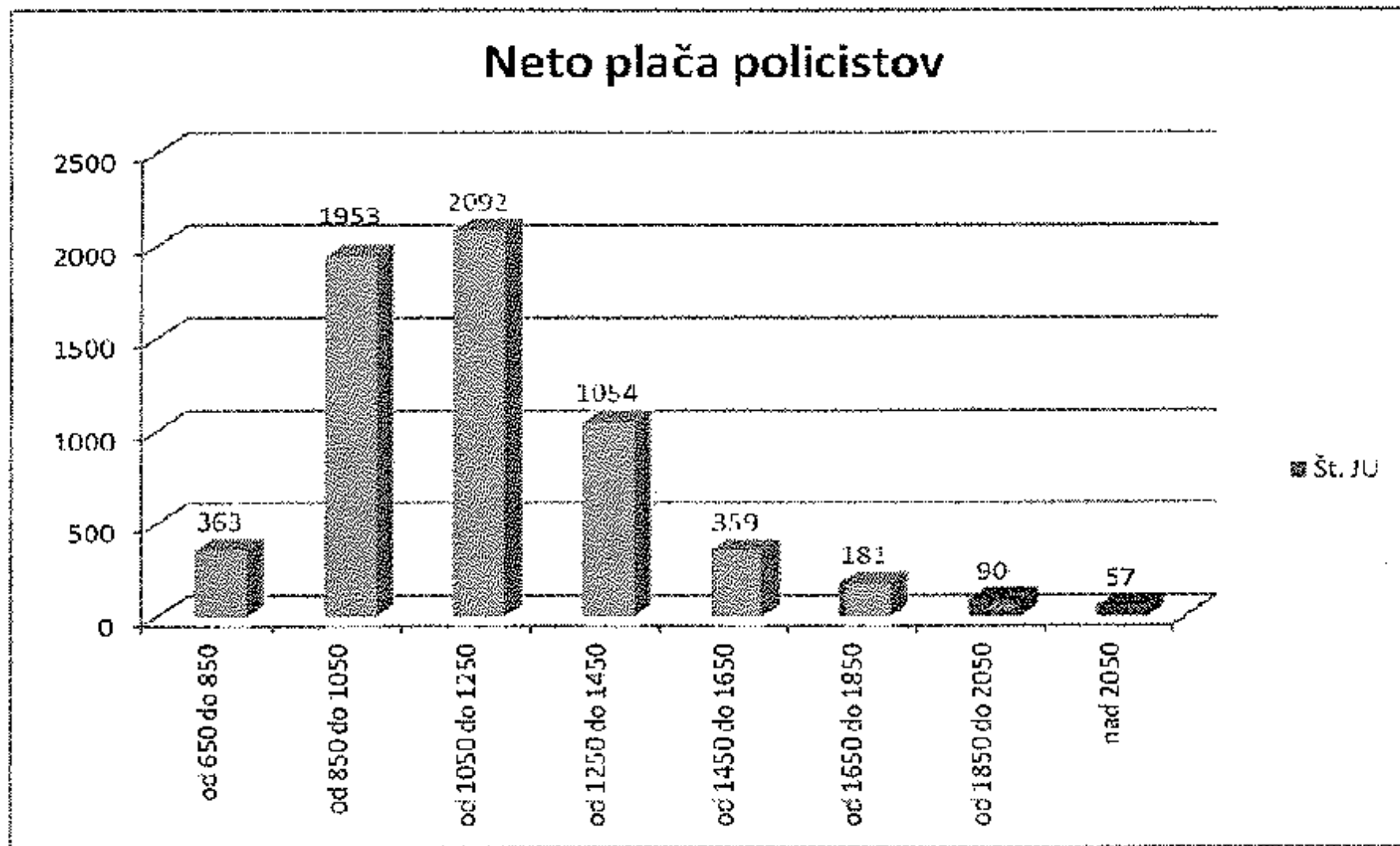
- Basic salary
- General stimulation. i.e. job performance (max up to 2%)
- Special job performance for special tasks (max up to 30%)
- Wage supplements (according to collective agreement for public sector)

Police officers do not have special stimulation for any market activities of the Police (i.e. special payable transfer of money for National bank, protecting of sport events etc.)

Salaries in the Police in March 2016 (gross)

| POSITION | EDUCATION | GROSS SALARY |
|--|--------------|-----------------|
| CRIMINAL INVESTIGATION OFFICER - SPECIALIST | V | 1.723,15 |
| POLICE OFFICER | V | 1.749,81 |
| POLICE OFFICER - SPECIAL UNIT | V | 1.985,79 |
| POLICE OFFICER - SPECIALIST | V | 1.965,94 |
| POLICE OFFICER - SHIFT LEADER | V | 2.112,61 |
| SENIOR CRIMINAL INVESTIGATION OFFICER | VI | 1.673,13 |
| SENIOR CRIMINAL INVESTIGATION OFFICER - SPECIALIST | VI | 1.862,70 |
| SENIOR POLICE OFFICER | VI | 1.883,83 |
| SENIOR POLICE OFFICER - SPECIAL UNIT | VI | 2.094,83 |
| SENIOR POLICE OFFICER - SPECIALIST | VI | 1.990,59 |
| SENIOR POLICE OFFICER - SHIFT LEADER | VI | 2.068,20 |
| CRIMINAL INVESTIGATION INSPECTOR | VII/1 | 1.553,14 |
| CRIMINAL INVESTIGATION INSPECTOR - SPECIALIST | VII/1 | 2.033,19 |
| CRIMINAL INVESTIGATION SUPERINTENDENT | VII/2 | 3.322,52 |
| POLICE INSPECTOR | VII/1 | 2.229,28 |
| POLICE INSPECTOR - SPECIALIST | VII/1 | 2.146,56 |
| POLICE SUPERINTENDENT | VII/2 | 3.524,90 |
| SENIOR CRIMINAL INVESTIGATION INSPECTOR | VII/2 | 2.920,96 |
| SENIOR CRIMINAL INVESTIGATION INSPECTOR - SPECIALIST | VII/2 | 2.730,38 |
| SENIOR POLICE INSPECTOR | VII/2 | 2.900,44 |
| SENIOR POLICE INSPECTOR - SPECIALIST | VII/2 | 2.802,39 |

Slovenian police officer's net salary



Conclusion

- No public debate about possible engagement of the police organisation and police officers in the security services market in Slovenia yet.
- Strict rules on Prohibitions related to additional work of police officers
- Constitutional prohibitions related to (public) police officers' membership in political parties
- Limited right to strike for police officers
- Not surprisingly - bad financial and material conditions in the police led to 6 months police strike in 2015/16



Thank you for your attention

- Questions/comments...