



Your profession.

Your union.



**Gewerkschaft
der Polizei**

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Dear colleague,

We are delighted that we have piqued your interest in finding out more about the German Police Union 'Gewerkschaft der Polizei' (GdP). We would like to show you how diverse and important the work of the GdP is and what characterises us.

The GdP has existed for over 70 years. Today, we have over 200,000 members. Of that, we are very proud. The fact that there are so many of us is no coincidence – success attracts. Together with our numerous volunteer colleagues, we are committed to improving the working and living conditions of all police employees, influencing political decisions and participating in social discussions.


We recognise the challenges, draw attention to undesirable developments and demand appropriate responses from politicians – for the police and for society. We actively campaign for solutions in the interest of our members. By this we mean, for example, appropriate pay, regular working hours, a high level of occupational safety and good equipment and training. Thanks to our shop stewards within the offices, we have a close connection to our members and can help them on site with everyday professional issues.

The issue of internal security is in good hands with us. The German Police Union (GdP) is a socio-political force that sees itself as a representative of a police force close to the people, thus strengthening our democratic constitutional state. Our work has contributed greatly towards ensuring that the police have a good reputation in Germany. People trust us, and we do everything we can to keep it that way.

The GdP is a strong community that stands up for its members. Together we can achieve a lot. We are sure that you are a good fit for us and that we are a good fit for you. Join us. Let's shape the future together. We look forward to seeing you.

A handwritten signature in blue ink, appearing to read 'Jochen Kopelke'.

Jochen Kopelke
Federal Chairman



Vakkas
Police officer

Birgit
Riot police officer

06

Your GdP

Good reasons for becoming a member

14

Your benefits. Our services.

From education to insurance

16

We are at your side.

Interview with the Federal
Chairman, Jochen Kopelke

18

Democratic and successful

How the GdP is organised

20

Chronicle excerpt

The GdP – a success story

26

Setting the course for collective bargaining policy

Standing together pays off

27

Young people, women, senior citizens

The groups of people in the GdP

31

27th Federal Congress

For us. For tomorrow

32

That's us!

Active for the GdP


34

Our values

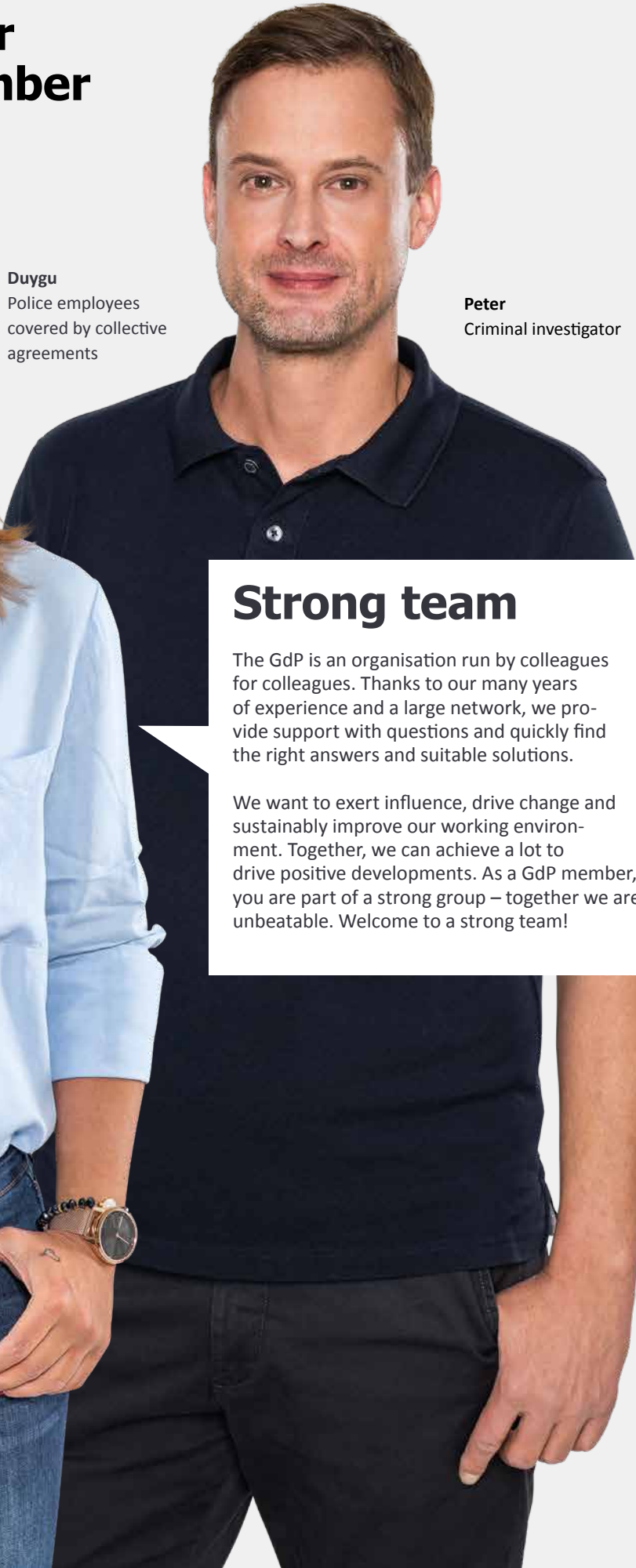
What we stand for

Your GdP

Good reasons for becoming a member



Duygu
Police employees covered by collective agreements



Peter
Criminal investigator

Strong team

The GdP is an organisation run by colleagues for colleagues. Thanks to our many years of experience and a large network, we provide support with questions and quickly find the right answers and suitable solutions.

We want to exert influence, drive change and sustainably improve our working environment. Together, we can achieve a lot to drive positive developments. As a GdP member, you are part of a strong group – together we are unbeatable. Welcome to a strong team!

Safety ensured

When it comes to safety, we are the experts. After all, it's part of our job to protect others. But unforeseen things can also happen to police officers. A moment of inattention, a brief distraction, and everything can change.

There is no guarantee of a carefree and safe life. However, we do everything we can to ensure that police officers are optimally equipped. We care and are always available. And we offer our members very specific services tailored to their profession, for example, public liability insurance, service vehicle insurance or accident insurance. Whatever happens, you can rely on us.



Eva
Police officer

Kristin
Special forces



Time for family

The police are on duty around the clock, 365 days a year. Police employees remain flexible and do not keep an eye on the time. We know that our job is demanding, with a lot of responsibility – for both civil servants and employees on collective agreements.

An attractive workplace balances work, family and leisure time. There's no question that flexibility is important – but flexibility that is orientated towards the interests of employees. People rely on the police. That also applies to our family members. That is why the GdP is committed to organising working hours in a fair, equitable and family-friendly way.

A valuable experience

Many GdP members have been with us for a long time. Even after their professional career, they want to continue to use their knowledge and their experience to help further develop the police. Senior citizens are an important part of our union. They drive debates and take responsibility.

The GdP is committed to the strong involvement of its members. "Experiences shape the future" – for us, this means: in the GdP, former colleagues pass on their experience and values to young police officers and promote solidarity between the generations. With trips, educational events and numerous leisure activities, the GdP has a lot to offer. Whether in professional life or in retirement: the GdP is very grateful for the commitment made towards the police.



Harald
Retired officer

Berit
Police officer



Well informed

The world is turning faster and faster, especially in professional life. We in the police also always want to know more and learn new things. We want to help ensure that police work is always at the cutting edge. After all, we are at the heart of society, right where the consequences of political decisions come to life.

If you want to have a say and be involved in decision-making, you need to be able to speak, and you need sound knowledge and the right tools. The GdP offers a wide range of seminars and conferences for this purpose. The programme ranges from day-to-day practice to current policing and political issues. And when it comes to learning, the same rule applies: it's most fun to learn together with colleagues!

Participation and co-determination

The opinion of the German Police Union (GdP) is in demand. The GdP is a valued point of contact within the police, but also for politics and society. As a competent and committed voice of the police, the GdP has a high public profile.

However, any community is only as strong as the commitment of those who support it. We want to keep getting better – together with police employees, their voice and their skills. Participation and co-determination are the cornerstones of a vibrant, democratic society. This also applies to the GdP. Together we are shaping a social, dynamic and modern police force.

Tina
Police officer





Marvin
Police officer

Comprehensive legal protection

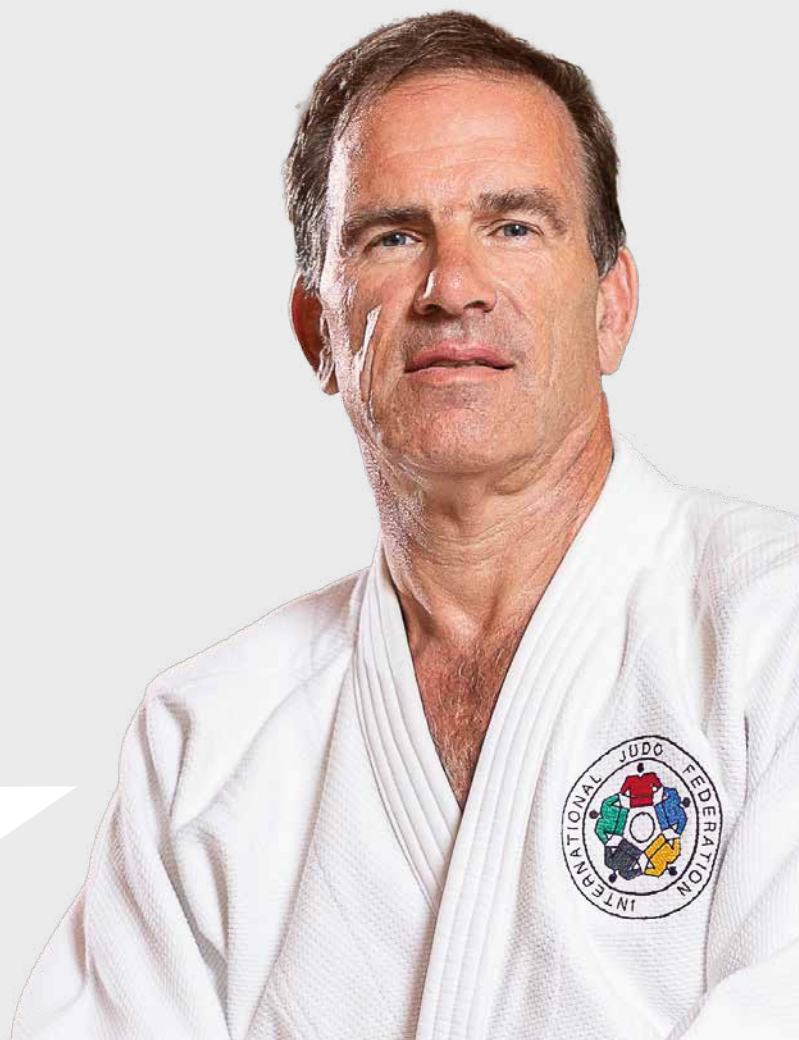
No matter how careful we are, something can always happen. A moment of inattention, a complicated decision with unintended consequences. It is therefore invaluable to have a strong partner at your side, who can provide you with competent support in disciplinary or court proceedings, for example.

The GdP offers its members comprehensive legal protection in a wide range of official matters. If worse comes to worst, the GdP takes care of personal legal advice and provides you with legal support when you need it. The GdP also covers court and legal costs in the vast majority of cases. By the way, legal protection is already included in the membership fee.

John
Riot police officer

Leisure time is important

After all, there is also a life outside of work. We all need free time just for ourselves and need to recharge our batteries from time to time. We all have many talents and interests that we want to pursue. A fulfilling professional life involves a healthy mix of work and leisure, exertion and relaxation. The GdP is committed to good working conditions, a maximum working week of 35 hours and acceptable workloads. It is in favour of ensuring a good balance between professional and private life.



Reliable old-age provision

Our goal is to have a fulfilling time even beyond the working years. Being in the police means taking responsibility. It is a guarantee for security and stability. We are committed to fair and attractive pay, as well as good benefits and a secure pension. This way, we create good prospects both during active service and for the time after retirement.

Sandra
Chairperson of the Staff Council



Optimum working environments

We need the best conditions for our work – both on the street and at our desks. Especially in light of digitalisation. Together, we can do so much to fulfil our aspirations for a modern and healthy working environment.

Targeted promotions, fair opportunities for advancement and transparent career paths are key prerequisites for greater job satisfaction. And most importantly: We at the GdP want additional jobs to be created. More jobs mean less overtime and less strain on health – a win-win situation for everyone.

Nicole
Police officer



Photo: Leon Redlich


Dennis
Police officer




Modern police

Digitalisation offers great opportunities – from prevention and effective crime control to police cooperation. We value new challenges and are open to innovation. We want to learn new things every day in order to optimally fulfil our diverse tasks.

Mobile, digital working means more flexibility and greater self-determination – in patrol cars as well as in the office. That is why we want to develop police work in a modern and user-friendly way.



Anke
Administrative officer
for the police



Tobias
Police officer

Recognition is important

We are there when we are needed. Whether it's on the street or at our desks. And we are flexible and prepared to go above and beyond the call of duty. This attitude deserves recognition.

Our society is changing faster and faster and the challenges for the police are growing with it. Our work is becoming more demanding and must be paid appropriately. This is what we are committed to – fair and better pay for all police employees.

Your benefits. Our services.

Last updated: May 2024

Well informed.



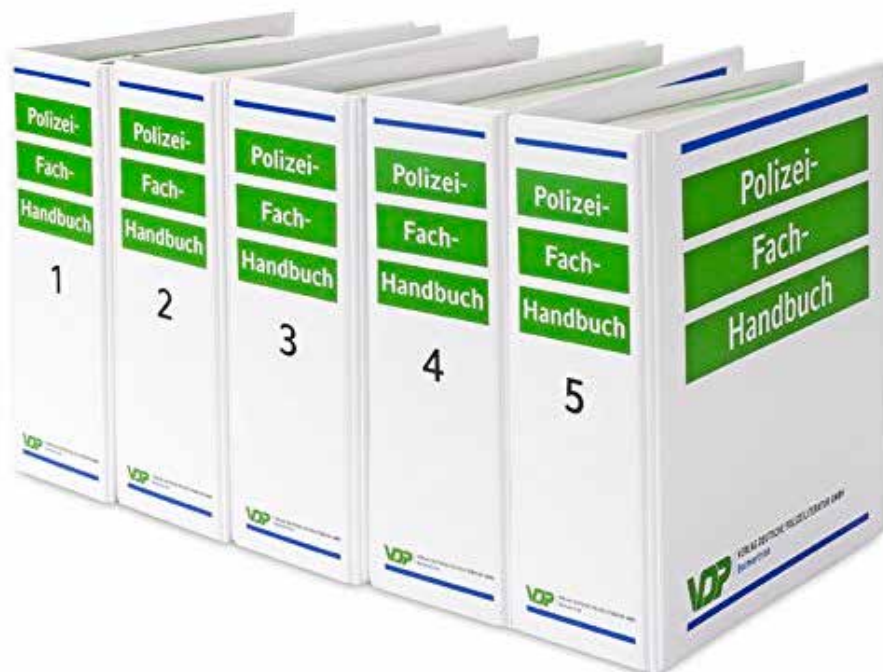
DP – Deutsche Polizei
The members' magazine of the German Police Union (GdP).



GdP literature database
Access to over 60,000 literature sources.

The Police Handbook

The comprehensive guide for everyday police practice as well as for basic and advanced training.



Police practice
The specialist journal on equipment, gear and current topics in the police force.
polizeipraxis.de



The Police – your partner
Online and as a magazine:
The GdP provides information on prevention topics, such as drugs and cybercrime, sexual violence and much more.
polizei-dein-partner.de



The criminal investigation department
Experts report on criminal investigation topics and provide answers to current security questions.



GdP training programme
Many further training opportunities on professional and union topics and current socio-political developments.

All-round security.

- » GdP legal protection*
- » GdP accident insurance
- » Public liability insurance
- » Service vehicle insurance
- » Death benefit allowance



Our members can rely on us. With our insurance package included in the membership fee and the comprehensive GdP legal protection, GdP members are on the safe side and optimally protected. Further information at: gdp.de

*According to the GdP legal protection regulations

PVAG
Die Polizeiversicherung

DAS GEMEINSCHAFTSUNTERNEHMEN VON



SIGNAL IDUNA

PVAG is our professional and high-performance police insurance. The joint venture between the GdP and the SIGNAL IDUNA Group offers a range of services tailored to the special needs of police employees. Our cooperation has been characterised by expertise and reliability for over three decades. Together, we ensure that police employees are optimally protected.

GdP business enterprise.

The VDP is the leading publisher in the police sector. Publications of specialised journals and prevention brochures on police practice. In addition, our members' magazine – the DP – and the Police Handbook.
vdp-polizei.de

VDP | VERLAG DEUTSCHE POLIZEILITERATUR GMBH

The GdP's OSG advertising materials shop offers a wide range of products and gift ideas relating to the police and the German Police Union (GdP).
osg-werbemittel.de

OSG | ORGANISATIONS- UND SERVICE-GESELLSCHAFT DER GEWERKSCHAFT DER POLIZEI MBH

We are at your side.

Interview with the Federal Chairman, Jochen Kopelke



Hello Jochen, why is it worth being a German Police Union (GdP) member?

Whether it's collective bargaining, administration or law enforcement – the GdP is the one and only employee representative organisation for all police employees.

You get to know us from day one. It doesn't matter which security sector you come from, what skills you have or what gender you are. You will learn a lot about what we offer and will quickly realise what makes the GdP attractive, not only in terms of what we have in common, but also in terms of security and the quality of professional representation.

What goals is the GdP pursuing in the coming years?

In times of upheaval, the work of police employees is crucial for the complex security system in this country. In the context of digitalisation, we also need progressive drive. This is functional, contemporary and practical technology that is made available to everyone in the form of equipment for both men and women to improve everyday working life. More

home working opportunities and working hours that meet the demand for more flexibility. Modern, weatherproof and weather-resistant protective equipment that can be customised for use by policemen and policewomen. In addition, we as the GdP reject racism, sexism, anti-semitism and queerophobia and combat the marginalisation caused by such. The GdP stands against all these forms of marginalisation.

Why is volunteering for the union so important?

Grassroots union work is the foundation of the GdP. Shop stewards do important work in the regional districts, regional groups and district groups. This commitment cannot be valued highly enough. I would like us to focus on grassroots work and say: "Get involved, lend a hand, feel good." We are also one of eight member unions in the German Trade Union Confederation 'Deutscher Gewerkschaftsbund' (DGB). With around six million members, the DGB is the largest German umbrella organisation for trade unions. It is the voice of the trade unions vis-à-vis political decision-makers, parties and associations at federal, state and local level.

The GdP is often on site during operations. Why is that important?

We want to be where our colleagues are, particularly during major operational situations, such as the recent G7 summit in Elmau 2022 or the climate demonstrations in Lützerath 2023. This is the only way we can support our deployed colleagues directly, quickly and effectively with advice and assistance on site. Our colleagues know that the GdP is not far if things go wrong, for example, if there are problems with accommodation or supplies. Our operational support demonstrates that the police and the GdP are inextricably linked. This is always reflected in our support teams. Together, we are simply a strong GdP community and there for each other.

We live in very dynamic times.

ing to shape digital change are important elements of our work. Against the backdrop of great expectations and high work demands on police employees, we want to use the digital transformation to our advantage and help drive digitalisation forward. Because we are not only looking at technology, but also at people – the two must be considered in unison.

How do you see the GdP in Europe?

The GdP must and wants to help shape security in Europe. As a police union and as police officers, we must therefore anchor the European idea more firmly and show more commitment in the world and, above all, in Europe together with our neighbours. I witnessed the opening of the GdP office in Brussels and the commitment shown there. The fact that the GdP is on the ground there is vital for us. In times of digitalisation, neither crime nor police work stop at national borders. Digital policing is no longer a national issue.

We are a European blue light family, and we live and breathe European values.

Why is the GdP so strongly represented on staff councils nationwide?

Because we have good arguments and are successful. And that's no coincidence. Our GdP colleagues do outstanding, committed work everywhere. Our green colour is visible and present. These are staff councils you can approach. This creates trust in the departments. With all their varied tasks and challenges, our colleagues are approachable for everyone. They never fail to impress with their expertise, experience and assertiveness. This is regularly rewarded by the employees with very good election results and increased votes in the staff council elections.

I therefore hope that we will also fight for our ideals of police work in Europe.

How did the German Police Union (GdP) support you when you were not yet Federal Chairman?

The GdP was always by my side, no matter what stage of life I was in. There was a time when I worked too much. With 500 hours of overtime and 62 days of holiday left, the GdP stood by my side as a strong partner and helped me to find the right balance between work and free time, but also showed me ways to channel my commitment and motivation in a healthy way.

Why is digitalisation one of the big issues of the future?

Our society is constantly changing and so are the tasks of police officers. Keeping up with the times, facing up to social and political challenges and help-

**Get involved,
lend a hand,
feel good.**





DEMOCRATIC AND SUCCESSFUL

TRADE UNION ADVISORY COUNCIL

STATE DELEGATES' DAY

BARGAINING COMMISSION

ARBITRATION COURTS

EXPERT COMMITTEES

SHOP STEWARDS

DISTRICT GROUPS
REGIONAL GROUPS
ADMINISTRATIVE DISTRICT GROUPS

Baden-Württemberg

Federal Police

Bavaria

Hamburg

Berlin

Saxony

Hesse

Saxony-Anhalt

Saxony

SHOP STEWARDS

SHOP STEWARDS

SHOP STEWARDS

POLIZEI

POLIZEI

POLIZEI

POLIZEI



German Police Union (GdP)

Your profession.
Your union.

MEMBERS
203,266
FOUNDED
1950

FEDERAL CONGRESS



CASH AUDITORS



MONITORING COMMITTEE



FEDERAL BOARD



EXECUTIVE FEDERAL BOARD



STATE OR DISTRICT EXECUTIVE COMMITTEE



MANAGING STATE OR DISTRICT EXECUTIVE COMMITTEE



Brandenburg

Mecklenburg-Western Pomerania

Bremen

Lower Saxony

Federal Criminal Police Office

Schleswig-Holstein

North Rhine-Westphalia

Thuringia

SENIOREN GRUPE

MEMBERS
35,478
FOUNDED
1987

Frauen GRUPE

MEMBERS
56,917
FOUNDED
1983

JUNGE GRUPE

MEMBERS
64,522
FOUNDED
1966

GROUPS OF PEOPLE

SHOP STEWARDS





Chronicle splinter

Photo: VdP GmbH

1950

FOUNDED

In a Hamburg hotel room in 1950, we got down to brass tacks: On 13 and 14 September, the representatives of the "Interest Group of the Police Officers' Associations of the British Zone and West Berlin" founded the Police Union – with 45,000 officers.

DEMANDED

In the following years, the GdP demands:

- Material improvements – including Christmas bonus
- Standardised career regulations
- Reorganisation of the salary system
- Nationalisation of the police
- Task-appropriate categorisation of the police

We are guided in our work by the idea that people should enjoy the greatest degree of freedom possible, taking into account the overriding right of the general public.

Fritz Schulte

PUBLISHED

1952

The first nationwide edition of the union's own newspaper "Deutsche Polizei" is published.



IMPRESSIVE

1955

Particularly intense pressure is needed for some demands: 25,000 GdP members take to the streets in favour of a job-appropriate classification.

ASSOCIATED**1955**

the GdP joins the Union of European Police Unions (UISP).

**INTAKE****1966**

More and more young people become members of the GdP. They are given a special voice for young people: The JUNGE GRUPPE (GdP) is founded.

**JUNGE
GRUPPE****PARTICIPATED****1974**

The GdP participates en masse in the first strike in the public sector: Salaries rise by 11 per cent.

11%
more**ACHIEVED****1957**

Successes for the GdP:

- The Bundestag (German Parliament) gives the green light for the salary reform with consistent upgrades.
- The retirement age for police officers is set at 60.

TAKEN SERIOUSLY**1958**

Dr. Gerhard Schröder is the first Federal Minister of the Interior to appear as a guest speaker at a delegates' congress.



"The reinforcement of the police forces needs urgent attention."

Dr. Gerhard Schröder

RECOGNISED**1959**

The GdP is recognised as an umbrella organisation within the meaning of Section 94 of the Federal Civil Service Act.

DEFENDED**1961**

The GdP defends itself against attempts at a creeping militarisation of the police. It lodges a constitutional complaint against the planned introduction of explosives as police weapons and is able to prevent the establishment of a police reserve and the introduction of compulsory police service as an alternative to conscription.

FIRST ON THE SCENE**1966**

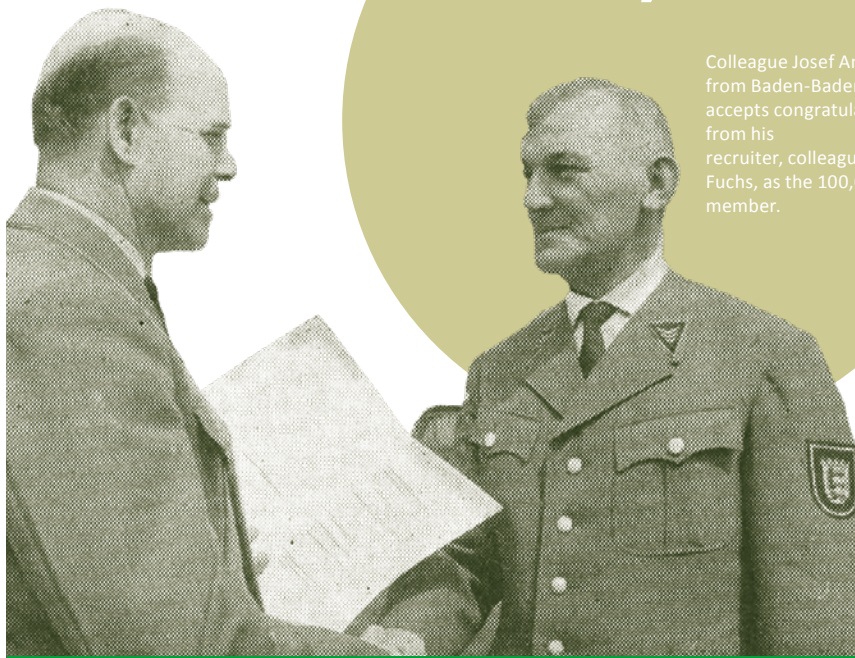
For the first time, the GdP concludes a collective agreement directly with public employers as an independent collective bargaining partner.

GAIN

GdP membership

100,000

Colleague Josef Ammering from Baden-Baden accepts congratulations from his recruiter, colleague Otto Fuchs, as the 100,000th member.

**1964**

The GdP grows rapidly: by 1964, it has 100,000 members. In the same year, the GdP achieves another success: the federal and state governments drop plans to give the police combatant status. This preserves its civilian character.

AMENDED

monthly
120^{DM}
Allowance

**1971**

More than 30,000 members demonstrate against the fact that expectations for social improvements for police employees have not been met following the transfer of responsibility for salaries from the federal states to the federal government. As a result of the wave of protests, the Federal Council of Germany subsequently decides on a series of improvements, such as the police allowance of DM 120 per month, which the GdP had persistently demanded.

EMPLOYED

1977

Persistent efforts pay off – the long demanded holiday pay is introduced.

HONOURED

1979

Prof. Dr. Karl Carstens (left) is the first Federal President to honour the GdP as a guest speaker at its 16th Ordinary Federal Congress.



WOMEN POWER

1983

The Women's group of the GdP is founded.



PROFESSIONALLY CONNECTED

1987

The Senior Citizens' group (federation) is founded.



ENFORCED

1973

The GdP is able to assert itself with further demands: all police employees receive a 13th monthly salary, the Federal Staff Representation Act opens up more co-determination in the police, and the police are also included in the general allowance scheme in addition to the police allowance.



JOINED

1978

The GdP becomes a member of the German Trade Union Confederation (DGB).

GdP ist die 17. Säule im DGB

Historische Aufnahme: Zusammen mit den DGB-Vorstandmitgliedern gratuliert DGB-Chef Heinz O. Vetter dem Kollegen Trekel (l. von rechts) zum Beitritt. S. von links Kollege Grossner.

8. März 1978: Der DGB-Bundesausschuss hat den GdP-Antrag einstimmig angenommen. Kollege Trekel (am Rednerpult) äußert im Namen der GdP Freude und Genugtuung. Foto: Hatt

DGB-Bundesausschuss beschloß einstimmig

Die Gewerkschaft der Polizei ist 17. Säule im Deutschen Gewerkschaftsbund. Sie allein vertritt jetzt im DGB die Interessen der Polizeibediensteten in Bund und Ländern, einschließlich Bundesgrenzschutz. Der Bundesausschuss des DGB folgte am 8. März 1978 einstimmig einer ebenfalls einstimmig gefassten Beschlussempfehlung des DGB-Bundesvorstandes vom Vortag, bei Einmündung der Gewerkschaft Öffentliche Dienste, Transport und Verkehr. Mit dem vorliegenden Beitritt zum DGB hat die GdP ein Ziel erreicht, das sie sich bereits bei ihrer Gründung gesetzt hat. Es gilt nun die Einheit aller Polizeibediensteten in der Gewerkschaft der Polizei zu vollenden. Der Beitritt der GdP wurde im Bundesausschuss des DGB als historische Stunde der deutschen Arbeitnehmerbewegung gewarnt. Darin sei eine deutliche Bestätigung der gewerkschaftlichen Auffassung zu sehen, daß nur geschlossene und einheitlich agierende Gewerkschaften die Stärken gewährleisten, die zur Durchsetzung der Arbeitnehmerinteressen notwendig ist. Die GdP, kurzzeitig zur Bundesratsabstimmung eingeladen, war durch Fritz Trekel, Mitglied des geschäftsführenden Gewerkschaftsvorstandes, und Friedrich Grossner, Bundesgeschäftsführer, vertreten. Unmittelbar nachdem der Beschluß über die Aufnahme der GdP in den DGB gefasst war, wurden die GdP-Mitglieder vom DGB-Bundesausschuss mit großer Herzlichkeit begrüßt. Im Namen des Gewerkschaftsvorstandes brachte Kollege Trekel seine große Freude und Genugtuung zum Ausdruck, daß der Bundesausschuss des DGB diesen bedeutungsvollen Beschluß gefaßt hat.

DENOUNCED

1980's

The GdP mobilises thousands of its members for large demonstrations, in particular against the public employers' policy of cutting red tape, for the reduction of burdens and for a fair assessment of the police service.



EXCELLENT



1990

In 1990, Federal President Richard von Weizsäcker (right) awards GdP Federal Chairman Hermann Lutz the Theodor Heuss Medal for the GdP's work against right-wing extremism.



Photo left: Graffiti

APPROACHED



1990

The People's Police Union (GdVP), newly founded in the GDR, and the GdP come closer together: guest delegates from the new federal states attend the GdP Federal Congress for the first time.

DEMANDING

1992

The GdP publishes its "Thesis paper on the two-tier career path" and calls for a move away from intermediate service towards a comprehensively trained police force.

CREATIVE**1992**

The GdP makes proposals for a new functional and fashionable uniform.

CLARIFIED**1998**

The GdP attracts a great deal of attention with its "Something is still missing" campaign to harmonise salaries in the East with those in the West.

KICKSTARTED**2004**

At the request of the GdP, the Federal Institute for Occupational Safety and Health begins a research project on post-traumatic stress disorders in the police service.

HONOURED**2000**

Federal Chancellor Gerhard Schröder does the honours at the 50th anniversary of the GdP.

**AVERTED****2001**

Joining forces, the GdP and the German Armed Forces Association prevent cuts in the Salary Structure Act.

SENT OFF**2002 / 2003**

Over 10,000 police officers protest against the opening clause in the salary law and show the state premiers the "red card" – they defend themselves against the extension of weekly and life working hours as well as the reduction of Christmas bonuses and the cancellation of holiday pay.

**SUPERVISED****2006**

Football World Cup: The GdP supports its deployed colleagues with a comprehensive support campaign.

**FIRST-HAND****2005**

Members of the Federal Executive Board discuss his party's current positions with Federal Chancellor Gerhard Schröder. The Chancellor then gives an interview to the members' magazine "DEUTSCHE POLIZEI" on the role of the trade unions.

PROTECTED**2006**

Occupational safety symposium of the GdP on "Mental stress in the workplace".

CLEAR WORDS

Federal Minister of the Interior Wolfgang Schäuble discusses the austerity decisions and benefit cuts in the public sector at the GdP Federal Office in Berlin.

SAVED

The most difficult collective bargaining negotiations in the history of the public sector – 14 weeks of strike action with the active participation of many GdP colleagues in Berlin – result in an acceptable conclusion.

COLLECTED

2012

In order to involve more women in trade union work, the Women's group (federation) launches its successful mentoring project – conclusion after 18 months: all participants now have GdP functions.

NEWLY FOUNDED

2015

The GdP establishes a nationwide "Commission for the Interests of People with Disabilities" in the police force.

VALUED

2018

At the 26th Ordinary Federal Congress of the GdP, Federal President Frank-Walter Steinmeier honours the great achievements of the police and the GdP's tireless commitment to social cohesion.



PUSHED

Section 115 of the Criminal Code

No violence against police officers!



2010

No violence against police officers and emergency services. The GdP calls for the introduction of Section 115 of the German Criminal Code (StGB). The JUNGE GRUPPE (GdP) supports this with its campaign "AUCH MENSCH – Polizei im Spannungsfeld" (PEOPLE TOO – Police in the area of conflict).

OFF TO A FLYING START

2011

"Do something for more civil courage" – over 100 GdP members cycle through Germany on a rally to promote the issue.



EMPLOYER

2012

The Federal Police is "managing" against the job satisfaction of its employees, according to a study commissioned by the GdP from Chemnitz University of Technology. The results of the study and a catalogue of demands are presented to the Bundestag's Committee on Internal Affairs.

TACKLED



Reconciliation of work and family life and "Appraisals in the police enforcement service – ensuring gender equality" are key issues for the Women's group (federation).

CO-ORDINATED

2014

At a joint press conference held by the GdP and the German Association of Towns and Cities, both organisations call for more police presence on the streets, increased video surveillance, alcohol bans in public and better protection for security and rescue forces.

VETOED

The GdP strongly disagrees with the opinion of the DGB-Jugend youth organisation that civil disobedience is a legitimate protest action. Around 400 delegates from eight member unions endorse the views of the GdP after intensive argumentation and persuasion by GdP Federal Chairman Oliver Malchow.

PROVOCATIVE

2015

With a provocative campaign under the slogan "We need reinforcements", the GdP draws attention to the enormous shortage of police personnel.



PREPARED

2015

The GdP addresses the public and legislators with a catalogue of demands on the subject of "The impact of the refugee situation in Germany on the police – demands on policymakers".

NEW OPENING

After leaving EuroCop, the GdP opens its own office in Brussels in 2016.

FOCUSSED

2016

At the GdP symposium "Riot police – the pillar in the overall security policy structure", experts discuss the problematic situation of the riot police and call for them to be equipped with modern command and operational resources.

Oliver Malchow takes over the patronage of the 10th "Die Gelbe Hand" (Yellow Hand) competition organised by the trade union association "Mach meinen Kumpel nicht an! – Für Gleichbehandlung, gegen Fremdenfeindlichkeit und Rassismus" (Don't harass my mate – For equal treatment, against xenophobia and racism).



CLARIFIED

At a meeting with Federal Minister of the Interior Thomas de Maizière (centre), the GdP emphatically addresses the current internal security situation, the public's fears of increasing everyday crime and the high workload in the police service.



APPRECIATED**2023**

At the 27th Ordinary GdP Federal Congress, Federal Chancellor Olaf Scholz emphasises the great importance of internal security in order to continue living in a free and open society: "If we want the citizens of our country to accept law and order, then law and order must also be enforced. I am deeply grateful to the GdP for always taking a clear and unequivocal stance against all forms of extremism, xenophobia and racism".

**STRONG PARTNER****2018**

GdP image campaign

**PRESENT****2019**

The phenomenon of populism and its impact on the state and society is the subject of a symposium organised by the German Police Union (GdP). High-ranking representatives from politics, business, sports and science discuss the causes, developments and current manifestations with around 200 participants.

RESPECT**2020**

DGB respect campaign

**INCOMPATIBLE****2021**

The GdP Federal Executive Board determines that membership of the Alternative für Deutschland (AfD) party is incompatible with membership of the GdP.

100for100**2021**

The nationwide campaign stands for more appreciation and demands more backing from politicians. It must create an appropriate framework that facilitates our service in everyday life. 100% commitment from the police deserves 100% commitment from politicians. The faces of our campaign are all members of the GdP who work in various roles in the police service in Germany. From civil servants to pay-scale employees, from patrol officers to administrative staff and from the state police to the criminal police to the federal police: they are all united by the demand for 100% commitment for 100% commitment.

FEDERAL CONGRESS**2022**

The delegates at the 27th Ordinary Federal Congress of the German Police Union 'Gewerkschaft der Polizei' (GdP) elected a new Executive Federal Board (GBV). The participants elect Jochen Kopelke, a senior police officer from Bremen, as Federal Chairman by a large margin of confidence. Kopelke succeeds Oliver Malchow, who chaired the largest police employee representative organisation in Germany for nine years.



**The Federal Tariff
Commission (BTK)**

ZUSAMMEN ZAHLT SICH AUS

Setting the course for collective bargaining policy

”
The BTK is my
informative
network when it
comes to collective
bargaining issues.



Mandy Hübner
Determining the future



COLLECTIVE BARGAINING POLICY – THE HEART OF THE UNION

Collective bargaining policy is one of the key tasks carried out by our union. There is a committee that sets the course for collective bargaining policy – the GdP's Federal Collective Bargaining Commission. The chairperson of the Federal Collective Bargaining Commission is the member of the Managing Federal Executive Board responsible for collective bargaining policy.



ACTIVE AND INFORMED

The Federal Collective Bargaining Commission consists of the Managing Federal Executive Board and two pay-scale employees from each regional district and district. The representatives maintain direct contact with the members, thus ensuring direct grassroots work.



CLOSE AT HAND

The Federal Collective Bargaining Commission meets for collective bargaining. It sets out its demands before the start of each round of collective bargaining, supports the negotiations on site, discusses the employer's offer and votes on it. It is also convened whenever there is a need for collective bargaining policy action.



EVERYTHING AT A GLANCE

The Federal Collective Bargaining Commission organises its work not only as a full committee, but also within its working groups. In recent years, it has achieved many improvements for police employees, including in the area of pay scales. The Federal Collective Bargaining Commission is supported by the Collective Bargaining Policy Department at the Federal Office.



THE TARIFF EXPERTS

The Federal Tariff Commission (BTK) is where the threads of collective bargaining policy come together. This is where the experts for all collective bargaining issues are based, such as grouping, pay scales, social policy issues, supplementary benefits, etc.



**Ideas and experience
come together in the
Federal Collective
Bargaining Commission.**



Thomas Petersdorf
Opportunity identifier

Photo: Thomas Köhne

CONTACT

**Gewerkschaft der Polizei
Tarifpolitik**

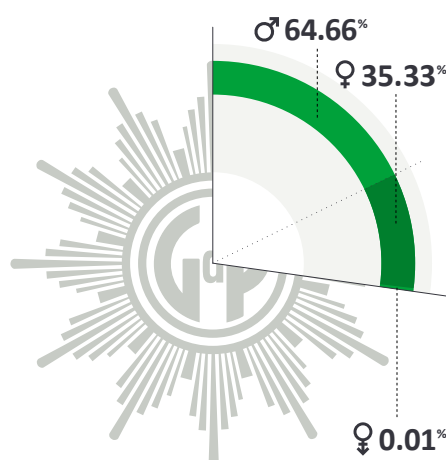
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Groups of people

Last updated: April 2023

YOUTH GROUP (GdP)



1 icon = 1,000 people



64,522

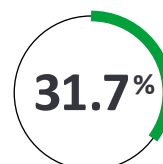
♂ 41,720 ♀ 8
♀ 22,794



Year of foundation

1966

The JUNGE GRUPPE (GdP) represents the interests of young police officers and supports them from the very beginning.



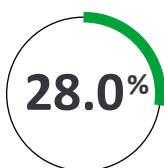
of all GdP members are organised in the JUNGE GRUPPE (GdP).

WOMEN'S GROUP (federation)

1 icon = 1,000 persons



56,917



of all GdP members belong to the Women's group.

Year of foundation

1983

The Women's group is committed to ensuring a fair women's and equality policy and campaigns for female police officers.



SENIORS GROUP (federation)

35,478

1 icon = 1,000 persons



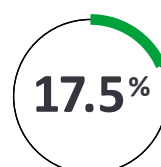
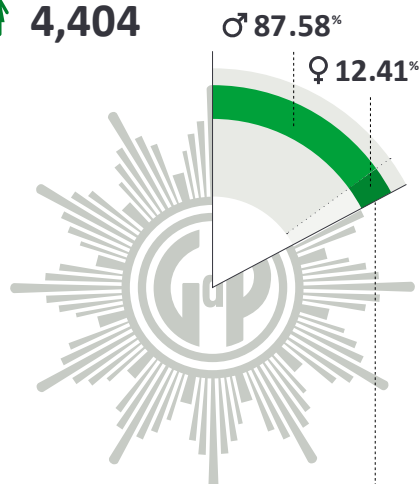
♂ 31,073 ♀ 1
♂ 4,404



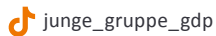
Year of foundation

1987

The Seniors group advocates for the concerns of older members and gives colleagues a strong voice even after retirement.



of GdP members belong to the Seniors group.



Together

Jennifer Otto

Federal Youth Chairwoman

Jennifer is a detective in the Rhineland-Palatinate police. She was elected in January 2022 as Chairperson of the JUNGE GRUPPE (GdP).



INSPIRING TOGETHER

We want to get young people excited about issues and change the world together.



Lina Wiesner
Motivator

Photo: GdP/Hagen Immel



CURIOUS, CREATIVE, COURAGEOUS

As the largest group of people in the Police Union and the fourth-largest youth organisation in the German Trade Union Confederation (DGB), the JUNGE GRUPPE (GdP) has a strong influence on political decisions – be it at state or federal level. The JUNGE GRUPPE (GdP) is committed to the concerns and interests of young police officers.

With over 60,000 members, the JUNGE GRUPPE (GdP) represents a large community. Its members work closely together and regularly exchange information. The many different ideas covered by the volunteers reflect the diversity of the GdP youth group. This applies, for example, to improving life situations, both on and off duty, as well as to many important socio-political issues. The more people join in, the more successful we are.

RESPONSIBLE

In addition to the well-known "AUCH MENSCH – Polizei im Spannungsfeld" (PEOPLE TOO – Police in the area of conflict) campaign, which aims to increase respect for police officers, the JUNGE GRUPPE (GdP) is focusing in particular on the topics of extremism and digitalisation. Ideas are brought together in close dialogue, and concepts for improving the police are developed. Its nationwide network supports the JUNGE GRUPPE (GdP) in drawing attention to itself at a political and social level and successfully asserting its interests.



CONNECTED

The JUNGE GRUPPE (GdP) is well connected – nationally and internationally. For example, the International Police Youth Conference (IPYC) was held in Brussels for the first time in 2018 in co-operation with the Dutch Police Union (NPB) and continued in The Hague in 2019 and Berlin in 2023. Going forward, this international exchange will remain an integral part of the JUNGE GRUPPE (GdP).

TAKING RESPONSIBILITY

Being active in the JUNGE GRUPPE (GdP) means shaping the future together.



HUNGRY FOR KNOWLEDGE

The JUNGE GRUPPE (GdP) offers various union education opportunities. At seminars and conferences, members can learn more about union and police issues as well as socio-political topics. For some years now, this has included a trip to a memorial site on the subject of "Persecution, expulsion and extermination – the role of the police under National Socialism".



Christian Ehringfeld
Idea Realiser

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Women rock the change!

COMMITTED AND ORGANISED

Our Women's group is the voice of women in the GdP and stands up for their interests in the union and in the police. GdP women are visible: they are an integral part of union committees and bodies. They also contribute their expertise as equal opportunities or women's representatives, as active members of staff representative bodies and in representative bodies for people with disabilities. They advise the department heads and actively influence day-to-day work via the interest groups.

Photo: GdP/Hagen Immel



Iris Schiffer
Trailblazer

TREADING NEW PATHS

I am impressed by how actively the Women's group works on our behalf and promotes issues for the future.



WOMEN IN LEADERSHIP

The equal participation of women in management positions in the police is a central demand and focus of the work of the Women's group. It is committed to improving career entry and promotion opportunities for women in the police and to achieving genuine equality so that our women can utilise their diverse potential to the full. In order to substantiate its demands, it works closely with the research community and supports scientific studies, including on appraisals in the police service and part-time management.



FINGER ON THE PULSE

Better opportunities for women in the police, career development and work-life balance are just some of the topics for which the Women's group identifies needs-based solutions. Through various working groups, GdP women develop position papers, concepts and recommendations for action to further advance women's and gender equality policy issues in the union and in the police.



CONNECTED

The Women's group works in the Federal Women's Committee of the German Trade Union Confederation (DGB) with its sister unions GEW, IG Metall, IG BCE, IG BAU, EVG, NGG and ver.di to improve the working and living conditions of all female employees in Germany. In doing so, it contributes its expertise from police work – such as in combating domestic and sexualised violence. The Women's group also supports and participates in a number of DGB projects.

STRONG TOGETHER

I am active in the GdP, because many challenges can only be overcome by a strong community.



Monika Sadowski-Jacobi
Target Realiser



FUTURE-ORIENTATED

The digital transformation offers many opportunities for the police and the work of the union. The Women's group is committed to a sustainable, gender-sensitive and socially acceptable digitalisation of everyday working life for the benefit of all police employees and is actively involved in shaping the digital transformation.

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Photo: GdP Federal Police District

Erika Krause-Schöne

Federal Women's Chairwoman

Erika is a police officer with the Federal Police and works as a squad leader. She was re-elected Chairperson at the 8th Federal Women's Conference in February 2022.





Ewald Gerke

Chairman of the Federal Seniors' Association

Ewald is a former police officer in the Hessian police force. He was elected Federal Seniors Chairman at the 9th Federal Seniors Conference in February 2022.



Experience shapes the future

STICK WITH IT

Spending time together, making a difference together and continuing their education after retirement – that's just a small part of what motivates the GdP Seniors group. Most of the members have known each other for many years, some for decades. And they still value each other as colleagues. You are still part of it through the GdP Seniors group and can have your say – even if you no longer wear a police cap.

” PASSING ON KNOWLEDGE

With the GdP, I can share my experience with younger colleagues even after my active service.



Hartmut Thomas
Knowledge Sharer



STAY ACTIVE AND PASS ON YOUR EXPERIENCE

The GdP actively shares its experience and positions with the DGB and the BAGSO, the Federal Working Group of Senior Citizens' Organisations, with the associations and in politics. GdP representatives are primarily involved in senior citizens' policy issues, such as care, pensions, digitalisation, age discrimination and equal living conditions. Special attention is currently being paid to the Senior Citizens' Participation Acts. The regular GdP Seniors Day also offers members the opportunity to exchange ideas, network and work on political issues.



LEARNING NEW THINGS AND SHAPING THE FUTURE TOGETHER

In preparation for retirement, the GdP Seniors group organises a variety of seminars on different topics. From health and pensions to pension law and social media, the GdP offers its colleagues attractive training and information programmes. These not only give prospective retirees practical tips for their new phase of life. At the same time, the seminars are always a great opportunity to exchange ideas with like-minded people and work together on how to shape future projects.



SHARING EXPERIENCES AND HAVING FUN

The annual holiday trips for senior citizens organised by the GdP are very popular. Many members take advantage of this opportunity to spend time together and get to know other countries. Whether it's Bulgaria, Greece or Portugal, the GdP Seniors trip is always an unforgettable experience for many members and a good opportunity to meet up with old friends and colleagues.

” GET INVOLVED

I am a member of the GdP, because I want to continue to make a difference and stand up for senior citizens.



Rita Brandt
Forward-Thinker

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27th Federal Congress

**FÜR UNS.
FÜR MORGEN**



Jochen Kopelke welcomes the Head of the Federal Government, Federal Chancellor Olaf Scholz (right), and the then Governing Mayor of Berlin, Franziska Giffey (left).

The 254 delegates at the 27th Ordinary Federal Congress of the German Police Union (GdP) in Berlin elected a new Executive Federal Board and Police Senior Councillor Jochen Kopelke as Federal Chairman.

In his keynote speech, the Federal Chairman explains the goals and direction for the next few years and emphasises: "The over 200,000 members from law enforcement, collective bargaining and administration can be proud of their membership. The GdP is pulling together to represent the GdP across all departments".



(from left) Bremen's Senator of the Interior Ulrich Mäurer in conversation with GdP head Jochen Kopelke and Deputy Federal Chairman Michael Mertens.



(from left) Deputy Federal Chairman Sven Hüber, Chief of Police, Berlin Police Barbara Slowik, Vice President of the German Bundestag Petra Pau, and Deputy Federal Chairman of the GdP Alexander Poitz.



Farewell: (from right) former Federal Chairman Oliver Malchow, former member of the executive federal board Elke Gündner-Ede and the two Deputy Federal Chairpersons of the GdP, Dietmar Schilff and Jörg Radek.



Chairwoman of the German Trade Union Confederation Yasmin Fahimi is looking forward to continuing the excellent collaboration.



Speech by the Federal Minister of the Interior, Nancy Faeser.



The discussion of motions is the centrepiece of every GdP Federal Congress.

That's us!





Our values

Community

Codetermination

Equal rights

Family & leisure time

Appreciation

Justice

Cohesion



Peace

Solidarity

Tolerance

Participation

Recognition

Fairness

Diversity

Security

Respect

Freedom

Become a member!





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