



**Forestry Business  
Units**

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**Chair**  
*Alistair Gillies*

Paul Jarah  
Consultant

Date 31<sup>st</sup> March 2010

Our Ref: T/Business Units/ Review 2010

Dear Paul

**FORESTRY BUSINESS UNITS REVIEW - CRITERIA**

I would like to thank you for the opportunity to comment on your draft criteria for this review. Having considered its content in detail, we would like to see two further criteria added to your paper.

We are conscious that the content of your criteria very much focuses on the business and mechanisms of the three elements that make up the Forestry Business Units. We would like to see an equal weighting given to the people who deliver those mechanisms and would ask you to add the following two key elements.

- People Strategy
  - People Support and Development
  - Job Satisfaction
  - Reward Strategies
- Consultation Strategy
  - Providing FCTU with the fullest information and regular updates at all stages
  - Seeking FCTU input at all stages and on all aspects of the review
  - Consulting FCTU on the draft of the final report and jointly agreeing its outcomes and recommendations
  - Consulting the FCTU fully on the implementation of the plan and the agreed recommendations

We would also wish to make the following points:

- The Terms of Reference for this Review makes the point that we are responsible for collective bargaining; the Forestry Commission Trade Unions (FCTU) is very committed to working together with management through its

'Partnership Agreement' to the mutual benefit of staff and the organisation. We look forward to working with you with honest open dialogue and full consultation on all matters that significantly affect the working conditions of our members.

- The Forestry Commission has over 3,500 employees and just over 10% of them work in the Forestry Business Units.
- FCTU Colleagues are understandably disappointed by the incredibly tight timetable of a '5 day timeline' allocated for this section of the process. To have such a short timeline has made it impossible for us to consult with our membership or union representatives. To carry out and feedback meaningful consultation, it is imperative that we have the fullest information available and sufficient time to enable us to consult properly; bearing in mind that the geographic spread of the Commission stretches the length and breadth of GB.

The comments and views contained in this letter have therefore not received the endorsement of union members who work in the Forestry Business Units.

In 2009, the Forestry Commission carried out a full staff survey that was completed before Christmas; you may be interested in the following results to some of the questions that arose from the Business Unit Report:

Only 36% of staff agree that senior managers communicate effectively;

Only 42% of staff agree that senior managers visibly praise achievements and celebrate success in the Forestry Business Units;

Only 36% of staff agree that senior managers manage change effectively;

Only 18% of staff agree when changes are made they are usually for the better.

Those responses coupled with other factors justify and re-enforce the need for these very important criteria to be present from the very start of the process.

I look forward to receiving your agreement to the addition of the said criteria.

Yours sincerely,

**Alistair Gillies**  
*Chair*

*Sent by email*