

Working together - The Forestry Commission and the FCTU

This partnership agreement between the Forestry Commission and the Forestry Commission Trade Unions (FCTU) is based on a number of key principles:

Purpose: The FC and the FCTU are committed to working together in partnership to the mutual benefit of staff and the organisation and to help each achieve their goals.

People Strategy: The Partners are committed to working together to take forward the objectives set out in the FC People Strategy.

Communication: The partners recognise that the basis for a constructive partnership is honest open communication and that the FC will consult with the FCTU on matters which significantly affect the working conditions of its employees. To facilitate meaningful consultation, the FC will ensure that the FCTU have the fullest information made available to them and sufficient time to properly consider. The formal forum for discussion and negotiation between the Forestry Commission and the FCTU is the Forestry Commission Staff Council.

Role of Trade Unions: The Partners recognise the role that the FCTU fulfils in representing the views and interests of staff and in helping the organisation to achieve its objectives. The FC operates collective bargaining and encourages all members of staff to join a Trade Union and to take an active part in its activities.

Equality and Diversity: The Partners are committed to working together to develop an organisation in which fairness and equality of opportunity are central to our business and in which all individuals feel equally valued and are able to fulfil their potential. To work together to ensure that all staff are treated fairly, with dignity and respect, regardless of race, disability, gender, age, sexual orientation, religion and belief and to create a working environment free from prejudice, discrimination, victimisation and bullying.

Health and Safety: The Partners are committed to working to ensure the health and safety at work of all FC staff and to encourage and enforce measures to adequately manage the health and safety risks arising from our work.

Learning and Development: The Partners are committed to putting in place learning and development strategies that help ensure that all staff have the skills they need to do their job and are encouraged and able to fully develop their potential. To encourage staff to participate fully in opportunities to develop their professional and technical competence.

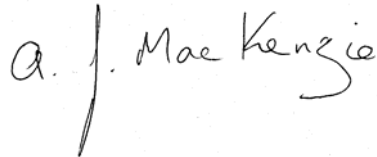
Confidentiality: The Partners agree that some matters which they discuss or information that they share, either because of its nature or timing, must be treated in confidence.

Organisational Success: The Partners recognise that change is inevitable and will work together to manage change, in a manner which takes account of the interests of both staff and the organisation.



Jean Lindsay
Director HR

January 2010



Allan MacKenzie
Secretary, FCTU

January 2010