



Working together - The Forestry Commission and the FCTU

This Partnership Agreement sets out a framework agreed by the Forestry Commission (FC) and the Forestry Commission Trade Unions (FCTU). It describes the purpose of partnership and outlines how the Partners will work together to promote effective partnership working.

Purpose:

The FC and the FCTU are committed to working together in partnership to the mutual benefit of all members of staff and the organisation and to help each achieve their goals. The Partners are committed to building trust and a mutual respect of each other's roles and responsibilities. The Partners will engage in early discussions of emerging issues where possible and are committed to working with each other in a positive and constructive manner.

Roles and Responsibilities:

The FC operates collective bargaining and encourages all members of staff to join a Trade Union and to take an active part in its permitted duties.

Role of Senior Management: The Partners recognise the role Senior Management fulfils in providing direction and clarity on the organisational objectives and planning and leading the Forestry Commission's activities.

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.

To enable effective partnership working, both parties agree to recognise and respect each other's roles and functions which are distinct but complementary.

Confidentiality:

The Partners agree that some subjects which they discuss or information that they share, either because of its nature or timing, must be treated in confidence. The need for confidentiality will be clearly signposted by either party at the time of initial discussion.

Partnership Priorities:

The Forestry Commission and the Forestry Commission Trade Unions (FCTU) will partner on:

Communication and Engagement:

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. Both Partners will also highlight emerging issues to maximise the opportunity for

early resolution. To facilitate meaningful consultation, the FC will ensure that 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.

People Strategy:

The Partners are committed to working together to take forward the objectives set out in the FC People Strategy. The Partners will work together to engage the employees in delivering the strategy, as well as highlighting any risks or necessary changes to the plan.

Equality and Diversity:

The Partners are committed to working together to develop an organisation in which diversity and inclusion are central to our business and in which all individuals feel valued, included and are able to fulfil their potential. The Partners will work together to ensure that all staff are treated fairly, with dignity and respect, regardless of race, disability, gender reassignment, sex, marriage and civil partnership, pregnancy and maternity, age, sexual orientation or religion and belief and to create a working environment free from prejudice, discrimination, victimisation and bullying, in which all of FC staff can thrive.

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. The Partners will encourage FC staff to identify risks and to take the appropriate action.

Wellbeing:

The Partners acknowledge the potential impact that work has on an individual's physical and mental wellbeing and will take steps to promote employee wellbeing. The Partners are committed to providing a leadership culture, working environment and management practices which focus on the wellbeing of FC staff.

Learning and Development:

The Partners are committed to putting in place learning and development strategies that help ensure that all staff have the knowledge, skills and behaviours they need to do their job and are encouraged and able to fully develop their potential. This includes ensuring that new FCTU representatives are supported and are given the opportunity to acquire the skills needed to perform their new role. The Partners will encourage all members of staff to participate fully in opportunities to develop the skills, knowledge and behaviours for their role.

Pay and Policy:

The Partners are committed to engaging positively in pay discussions. The Partners agree to support and comply with jointly agreed Forestry Commission policy and procedures and to encourage the adherence to policy and procedures in all areas of the Forestry Commission.

Leading Change:

The Partners recognise that the Forestry Commission is undergoing a period of significant change and will work collegiately together, demonstrating positive leadership behaviours throughout the change, in a manner which takes account of the interests of both staff and the organisation.

C.M. Sobel
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On behalf of the Forestry Commission

[Signature]
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On behalf of the Forestry Trade Unions

Date *1/7/16*