



## Fair Pay For All FC Staff

### Welcome to the first of our Campaign Logbooks.

The issue of the January pay slips later today or early next week will see the imposition by the Executive Board of the 2005 pay offer which was overwhelmingly rejected by trade union members across the Commission.

No doubt the Board are hoping that this will draw a line under the issue; and that we shall quietly go back to getting on with our work.

No doubt they are hoping that we shall forget about the unfairness of the offer; the reductions in the value of our pay scales and our pensions, based on flawed comparisons which were apparently too 'difficult' to do properly.

No doubt that after years of lecturing about values, respect and the importance of 'walking the walk' they are hoping that we shall overlook that they just walked away from negotiations at the first opportunity.

No doubt they are hoping that we don't quite care enough to bother.

Their hopes are in vain.

Based on the feedback which we have been receiving we shall not so easily overlook, nor forget, nor quietly return to our work.

The majority of us are angry that not only does the offer unfairly seek to reduce the long-term value of all of our pay scales and pensions, but its imposition shows an incredible level of disrespect for all of our views and opinions.

### Pay Campaign

That is why this week also marks the start of the first joint unions' pay campaign, covering all staff groups<sup>1</sup>, in the entire 87 year history of the Commission.

The goals of our campaign are two-fold:

- To seek an assurance that the inadequacies of this award will be corrected as part of the 2006 offer; and
- To provide an opportunity for all of us to voice our anger at the EB's decision to impose the offer.

Over the coming weeks as we speak to the Board, the Commissioners and politicians, LogBook will keep you updated as to our progress and will provide further detail about why the offer is unfair, and why its imposition is a such a reckless abandonment of good employee relations.

### Your Campaign

But most importantly LogBook will let you know what you can do to support the campaign.

In recent years we have enjoyed reasonably good staff relations, and under these circumstances it has proved adequate for the work of each of the unions to be led and administered by a relatively small number of reps, and for the majority of members to input only on an occasional basis.

### 3 Steps to Join the Campaign!

- 1 **Join a union** and support our campaign for Fair Pay.
- 2 **Recruit** a colleague.
- 3 Put up one of our campaign **posters**

<sup>1</sup> Clearly this doesn't include the Executive Board or the rest of the Senior Staff Group, who have their own separate pay system, exempt from the imposition of this offer.

However 2006 is not part of that quiet past. Unfortunately due to the Board's actions it is not a year when we can afford to be passive members of our union; it is not a year when one full third of staff in the Commission can afford not be members of any union at all.

Because to be successful this cannot just be a campaign involving a few union activists. To be successful this campaign requires active support from as many of us as possible.

We know that the most common reason for staff not joining a union is that they are never asked: so it is essential that we now ask them.

We also know that nearly two-thirds of us in the Commission are already union members, but that pressures of work and life prevent us from taking as much of a role in the union as we should like: but there are now a few easy things that each and everyone of us can do.

Therefore over the next few weeks, as well as undertaking the central lobbying work mentioned above, we shall also be highlighting a few simple actions which each and everyone of us can take to support the campaign and make it a success.

To get us going, this logbook contains just three:

- If you are not a member then join one of the unions;

#### Contact Details

Enquiries should be directed to Sue Gillingwater or Fiona Hopkins via:

Forestry Commission Trade Unions,  
231 Corstorphine Road, Edinburgh, EH12 7AT

Tel: 0131 314 6195.

Fax: 0131 316 4822.

Email: [unions@forestry.gsi.gov.uk](mailto:unions@forestry.gsi.gov.uk)

#### Intranet links

*If you don't have access to the FC's intranet and would like copies of any of the documents referred to in this update then please speak to your local rep or contact the FCTU office.*

- If you are a member, then recruit others in your team, and;
- Irrespective of whether you are a union member or not please highlight our campaign by putting up the first of our posters on your local noticeboard.

These three simple steps will not take long and will not interfere with your normal work. But they are important if we are to highlight to the board that after all we have been through together in the Commission over the last few years it is simply not acceptable for the Board to treat our views with such cavalier disregard.

So please, over the coming weeks be active in showing your support for the campaign; for respect for our views and for a Fair Pay settlement for all staff.

### **3 Simple Steps you can take to support the Campaign...**

**1**

#### **Join a Union**

Nearly two-thirds of staff within the Commission are members of a trade union. If you are not a member then one of the easiest things you can do is to join one of the unions either by speaking to you local rep or by down-loading and filling out our on-line form.

Union membership not only shows support for the campaign but provides a wide range of support across many aspects of your work - speak to your local reps for further details.

**2**

#### **Recruit a Colleague**

The most sure-fire reasons people have for joining a union is if it is recommended to them by colleagues that they know and trust. Therefore if you know of colleagues who haven't yet joined up please speak to them about the union and the campaign. Remember nearly two-thirds of staff are already members, so a little bit of effort by each of us could make a big impact on getting that figure up to 100%

**3**

#### **Put up a Poster**

Through the campaign we shall be producing a series of posters to highlight the key issues and actions which you can take. The first two of these; "There's never been a more important time to join" and "So, how valued are you feeling right now?" are available either from the FCTU or for download from the intranet. Please put the poster up on your local noticeboard and let everyone know that you support FAIR PAY for ALL FC Staff.