

Keith Gliddon  
The Forestry Commission  
231 Corstorphine Road  
Edinburgh  
EH12 7ET

28 June 2007

Dear Keith

**FORESTRY COMMISSION TRADE UNIONS 2007 JOINT PAY CLAIM**

On behalf of FDA, GMB, PCS, PROSPECT and UNITE I would like to submit our joint trade union pay claim for 2007.

The problems associated with the Forestry Commission pay system are known to both the trade unions and management and I therefore don't intend to rehearse those issues in this letter. I will, however, address those historical issues when the negotiations begin. Instead, I would like to get straight to the point and I would therefore commend the following claim to you:-

1. We seek a pay increase on all pay band minima, maxima and all spine points of no less than the annual increase in the retail price index. The increase should be fully consolidated and pensionable and should be paid in addition to any increases due through the pay progression system.
2. We seek, as part of this claim, to abolish the performance pay system and all monies previously dedicated to PRP to be diverted into properly funding the basic pay system.

3. We seek to introduce a standard set of overtime and TOIL arrangements for all non-operational employees. We further claim that all employees should be eligible for overtime at rates equivalent to those currently paid to employees in pay bands 5-7. We claim that overtime rates should be calculated based on a 37, rather than a 42 hour week and we claim that those employees who are currently required to work an additional 2.5 hours before they are eligible for overtime should be brought back into the standard system and be eligible for standard overtime, once their normal core hours have been completed.
4. We seek 30 days annual leave for all employees irrespective of grade or length of service.
5. We seek to negotiate a deal to ensure that staff promoted from within the Forestry Commission should continue to receive appropriate progression payments in time with the normal arrangements and that recruits should receive their first progression payment on completion of their probation rather than after 12 months.

We have kept this claim short and simple and we look forward to a positive engagement when we meet in the middle of July.

Yours sincerely

Michael McCann  
Deputy Scottish Secretary