



Forestry Commission

All Staff

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Director Human Resources
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2008 PAY AWARD – OVERTIME CHANGES

You will know that the recent 3-year pay award included changes to the overtime rules, involving harmonisation of the multipliers and a change to the calculation of the hourly rate used to pay overtime.

The Unions have raised concerns that the net effect of these changes is a substantial reduction in take home earnings for a number of staff, and as the changes were imposed, this in fact constituted a breach of contract.

The FC acknowledges that the overtime change should not have been enforced. However, this was not a deliberate attempt to undermine the terms and conditions of FC employees, nor to cause hardship to the workforce by imposing a reduction in take-home pay, it was simply a mistake.

We have agreed to reverse these two changes to the overtime rules, and will recalculate all the overtime paid at the end of May, June and July. Staff who lost out, when compared with the original rules, will receive payment for the difference at the end of August.



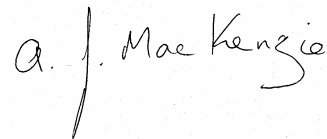
As a gesture of goodwill, we will not reclaim any additional cash paid to those who benefited from the changes. All new overtime paid at the end of August and thereafter will be based on the original rules.

The FC would like to apologise for any hardship which this has caused in the months since it was introduced. The issue has however been dealt with positively and quickly, which was made possible through effective industrial relations between management and the Trade Unions.

Yours sincerely,



Jean Lindsay
Director HR



Allan MacKenzie
FCTU Secretary