



1 - Conference Motions *Results*

Introduction

This booklet contains the thirteen motions which were debated on the second day of our conference.

Debating motions at a conference is a common process through which trade unions agree their position on issues of concern to members.

The motions have come from members in our individual branches around the country.

Edward Shephard

Group Organiser

Motions to 2008 Group Conference

Section 1: Pay and Grading

Motion A1 - Carried

If FC management is required to operate a performance bonus system for Top Performers under PMS, can this conference support a payment system where the total amount of the bonus is shared equally between all Top Performers, regardless of Grade.

South Scotland

Motion A2 - Remitted

This conference notes with concern that, once again, the annual pay negotiations were not resolved by the expected payment date of October. This means that not only has the cost-of-living increase not been paid, but also any expected step-up the salary scale has been delayed. This conference therefore instructs the GEC to negotiate a change in the arrangements for the annual pay award, wherein salary increases resulting from steps up the scale are paid with effect from 1st October each year, regardless of any delay in applying a cost-of-living increase. This will ensure that newer staff members receive the greater part of their salary increase at the expected time and not after a protracted delay.

North Scotland

Motions A3 and A4 will be taken in common debate.

Motion A3 - Remitted

This conference notes that as PB 5 and 6A are the only two grades left under operational pay. Is it not time PCS negotiated with the FC to abolish operational pay and pay appropriate overtime rates for actual hours worked as they have done with PBs 3 and 4. Therefore this motion urges the GEC to campaign for a truly unified workforce of whereby all staff work under the same basic working conditions.

North Scotland

Motion A4 - Carried

Conference requests that the GEC carry out a survey of all staff on the status of operational pay given that there has been a range of views on the subject ongoing for a number of years. The GEC should analyse responses and put forward recommendations in time to debate the issue at Branch 2009 AGMs.

South Scotland

Section 2: FC Policy and Values

Motion A5 - Carried

This conference notes with concern the potential effects of devolution on the Forestry Commission as a UK-wide organisation. The GEC is instructed to look at the possible future ways in which the Forestry Commission might be expected to change, and determine what approach PCS should take with each permutation.

Wales

Motion A6 - Carried

This conference notes with concern that the Terms of Reference of the "FES Forest District Administration Review" have a limitor applied of "a presumption that savings will be generated of a scale which cover the additional staffing need identified by the Operations Structure review" with the implication that, as savings from the full FES Operations Review were not as great as expected, any further savings will have to come as a result of reduction in administration staffing. This conference instructs the GEC to request a full financial cost/savings analysis from the FES Operations Review with a comparison against the planned savings; and also instructs the GEC to promote the benefit of maintaining a healthy administrative staffing level without shrinkage in staff numbers being forced by errors made elsewhere. This will ensure that the administrative teams are accorded due professionalism and respect by the organisation and are not treated as expendable.

North Scotland

Motion A7 - Carried

Conference condemns the ongoing practice of employing consultants and contractors to undertake work, often at great expense, that could be done by FC staff. The true cost of this is often masked by assigning the costs to other budgets. We need to focus on the provision of in-service training to improve efficiency and the quality of our services to enable staff to deliver their programmes. This approach often undervalues the skills and competencies of existing staff who could have achieved the required results themselves and at a far reduced cost.

Conference therefore calls on the Group Executive Committee to engage with Senior Management to ensure that the use of consultants and contractors is justified and that skills transference is built into the process. Senior Managers should also provide details of the cost of consultants to the unions and to introduce safeguards against abuse of the system by formulating a set of guidelines on the scope and use of these services in consultation with the Unions.

Silvan House

Section 3: Terms and Conditions

Motion A8 - Remitted

This conference is concerned that the JEGS process takes too long to carry out and is being used in such a way that it favours the more senior paybands. Conference instructs the GEC to review the JEGS process and note how it has been applied in recent years.

Wales

Motion A9 - Carried

This conference notes with concern that despite various initiatives by HR, staff still have no confidence in the post filling procedure. This concern stems from the inequality of decision making apparent at several stages, especially where a business case needs to be put forward before a post can be filled and where this seems to depend on the payband of the job involved. This conference instructs the GEC to review the post-filling procedures so that inconsistencies can be identified and the confidence of staff restored.

Wales

Motion A10 – Not Carried

~~This conference is concerned that the Staff Transfer List is being abused. Members feel that rather than it being a mechanism for those requiring a compassionate move or a means of career development, it is being used by some to “jump the queue” for specific posts. The GEC is instructed to liaise with HR to ensure that the transfer list process is both transparent and fair.~~

Wales

Motion A11 - Carried

This conference asks the GEC to look at a special disturbance allowance to compensate those staff who are required to work away from home on a regular basis. This would be outside the normal pay bargaining situation.

South Scotland

Motion A12 – Not Carried

~~Conference recognises that with new retirement regulations in force many staff are taking the opportunity to work beyond their traditional retirement age. This has many positives, but also potential negative effects in areas such as recruitment and succession planning, and salary costs. The GEC is instructed to find out whether management has a strategy for dealing with these issues, and to ensure that the benefits for members are being protected and maximised.~~

Wales

Motion A13 - Guillotined

~~This conference urges the FC to consult widely with staff before any plans are mooted to adopt a successor scheme to FC Choices which has proved to be an expensive disappointment to most members.~~

Wales