



FORESTRY COMMISSION
Industrial and Trade Council

**AGREEMENT
ON WAGES AND CONDITIONS OF SERVICE
OF FOREST WORKERS
IN THE FORESTRY COMMISSION**

1961

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Revised May, 1961

The Forestry Commission Industrial and Trade Council was set up in September, 1944, and one of its objects under Clause 2 of the Objects and Constitution reads as follows :—

Consideration of any proposal made by either side of the Council in respect of wages and working conditions of forest workers in the employment of the Commission, provided, however, that if there is failure to agree on any matter raising issues of a general character as affecting other Government Departments and thus coming within the purview of a Trade Joint Council for Government Industrial Establishments, or the Joint Co-ordinating Committee for Government Industrial Establishments, it shall be open to either side to raise the matter on such Council or Committee. If, however, the matter does not raise issues of a general character and both sides consent to arbitration it shall be referred to the Industrial Court.

In pursuance of this Object, the two sides of the Council have agreed upon the wages and conditions of service of workers employed by the Forestry Commission as set out in this Agreement.

The Agreement is issued free to all industrial employees at present in the service of the Forestry Commission and to all new entrants.

The Trade Unions who are represented on the Council and are parties to this Agreement are as follows :—

National Union of Agricultural Workers ;

National Union of General and Municipal Workers ;

Transport and General Workers Union.

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**FORESTRY COMMISSION
INDUSTRIAL AND TRADE COUNCIL**

Agreement

**On Wages and Conditions of Service of
Forest Workers in the Forestry Commission**

HOURS OF WORK

1. (a) The normal working week shall be one of ⁴³45 hours, exclusive of mealtimes and overtime. Time of starting and finishing and the commencing point of duty shall be mutually arranged in the locality, but the daily working hours at all units will normally be as below. Any case of disagreement shall be dealt with as provided under the section Local Negotiating Machinery (paragraph 20).

For the 5-day week (from the first Monday in February to the ~~second~~ Sunday in November):

Monday to Friday ^{Tuesday} ~~Friday~~ . . . 9 hours

~~For the 5-day week~~ (the remainder of the year):

Monday and Tuesday . . . 8 1/2 hours

Wednesday, Thursday and Friday } . . . 8 hours

Saturday . . . 4 hours

(b) Juvenile forest workers under 16 years of age will not normally be required to work more than 44 hours a week. If, exceptionally, they work longer hours, overtime payment will not begin to accrue until the full 45 hours have been worked in the week.

RATES OF PAY

2. (a) The minimum weekly wages of male adult forest workers in Grade 3 and of women and juvenile workers shall be those agreed from time to time in accordance with the procedure laid down in Clause 2 of the Objects and Constitution of the Council. The current rates of pay are given in the Appendix.

(b) The undermentioned grades shall be paid amounts—"leads"—above the minimum forest worker rates and determined in accordance with the procedure laid down in Clause 2 of the Objects and Constitution of the Council. The current amounts are set out in the Appendix.

Grade 2 workers—reliable men whose skill is above the average but who require a reasonable amount of supervision.

Grade 1 workers—reliable men of outstanding skill who require a minimum of supervision.

Gangers—men of all-round ability who are in charge of a working gang and are responsible to the Forester or Assistant Forester.

Leading Gangers—men whose services and experience fit them to carry out duties which require a greater degree of initiative and responsibility than normally demanded of a Ganger and who are, exceptionally, appointed as Leading Gangers to take charge of a working gang in circumstances where a minimum of supervision by the Forester is likely to be provided.

Trappers or Warreners.

Tractor Drivers (Wheeled Tractors)—men wholly or mainly employed on driving wheeled and other agricultural type tractors.

Horsemen.

Handymen.

Male Timekeepers—who give clerical assistance to Engineer Officers and Clerks of Works.

Women Forest Clerks—who give clerical assistance to Foresters.

Grade 2 women workers—reliable women whose ability is above average but who require a reasonable amount of supervision.

Grade 1 women workers—reliable and efficient women engaged on supervisory duties over a squad of female workers.

OVERTIME

3. (a) Overtime shall be calculated on a daily basis as follows:—

Monday to Friday . . .	First two hours at time-and-a-quarter; thereafter at time-and-a-half.
Saturday morning . . . (during 5-day week)	First two hours at time-and-a-quarter; thereafter or after 12 noon at time-and-a-half; guaranteed minimum payment for two hours.
Saturday afternoon . . .	Time-and-a-half.
Sunday . . .	Double time.

(b) Pieceworkers who are required to work overtime shall be paid, in addition to their piecework earnings, the difference between the overtime rate and the plain time rate for the period of overtime.

(c) Employees who are required to work on paid public holidays will receive, in addition to holiday pay at plain time rate, payment for all hours worked at the rate of time-and-a-half. Those who are required to attend on privilege holidays, i.e. Thursday afternoon before Good Friday, the Queen's Birthday and the 'additional' day, shall be paid for hours worked at the rates appropriate to an ordinary working day and in addition will receive the normal holiday pay for the day.

(d) Employees who are called out for emergency fire duty at night will receive payment as follows:—

(i) *First Night*.—If an employee is called out for emergency fire duty after the normal finishing time for the day, payment for the overtime hours worked up to 11 p.m. shall be made at ordinary overtime rates. For hours worked after 11 p.m. and before the normal starting time the next day, payment will be at double-time rate. In the event of the emergency recall lasting less than two hours the employee will receive a guaranteed minimum payment equivalent to the payment for a spell of two hours' duty reckoning from the time when he is called out. If the emergency duty continues into the normal hours of the following day, payment for the hours worked after the normal starting time on that day shall be at plain time rate. No payment will be made for any time lost the following day.

(ii) *Shift Working*.—Where the emergency continues through two nights or longer, necessitating a system of night shift working, payment for the second and subsequent nights will be at time-and-a-third for the equivalent of the normal hours of an ordinary full working day and at time-and-a-half for overtime hours where such longer hours are necessary. For all hours worked between midnight on a Saturday and midnight on Sunday, payment will be at double-time rate.

(e) Payment for week-end fire standby duty at home is dealt with in paragraph 8(d).

HOLIDAYS WITH PAY

4. (a) Two weeks' annual holiday shall be allowed with pay at plain time rate on the basis of one-twelfth of that total for each month of service completed during the leave year. Entitlement shall be reckoned in hours (e.g. the maximum allowance will be 96 hours' leave for a forest worker conditioned to a 48-hour week). Every employee shall be required to take in one spell not less than one week of his paid annual leave or as much of it as together with any paid public or privilege holidays as in (c) below shall amount to one week of leave. Subject to departmental requirements, an employee who desires to take two consecutive weeks' paid annual leave may be permitted to do so. The annual leave year for this purpose is reckoned from the first day of November to the last day of October. Leave not taken in the leave year in which it falls will be forfeited. Annual leave cannot be substituted for sick leave and no payment is permissible for holidays not taken.

(b) While an employee will be permitted in accordance with the rules to anticipate the leave allowance due to the end of the leave year, if his services are terminated before the leave year expires and, as a result, he has exceeded his leave entitlement, he may be required within certain prescribed limits to refund the overpayment of holiday pay.

(c) In addition to annual leave, the following days will be granted as holidays with pay at plain time rate:—

(i) in England and Wales: Thursday afternoon before Good Friday; Good Friday; Easter Monday; Friday before Whit Sunday (for the Queen's Birthday); Whit Monday; August Bank Holiday; Christmas Day; Boxing Day, and one additional day (to be arranged locally);

(ii) in Scotland: January 1st and 2nd shall be observed instead of Whit Monday and Boxing Day, and other days may be substituted by mutual agreement for the remaining days mentioned in (i).

(d) A worker who is absent without permission or reasonable cause during any period of the working day before, or any period of the working day following, a paid holiday will forfeit any payment for that holiday; when two paid holidays follow one another absence without leave before and after the two holidays will be treated as separate offences.

(e) A worker who is absent on unpaid special leave (i.e. with permission) will receive pay for a paid holiday falling within the period of such leave only if he was at work within the 12 days immediately preceding or the 12 days immediately following the holiday.

PIECEWORK

5. Piecework rates, where piecework conditions are desirable, shall be agreed locally. The piecework rate for any job shall be such that a worker of average ability for his grade is able to earn on piecework in the ordinary weekly hours not less than 25 per cent above his personal time rate. When group working is in operation the method of sharing the group earnings shall be agreed by the group concerned who shall notify the Forester of the agreement. Changes in piecework rates shall also be agreed locally. Any dispute arising in the matter shall be dealt with as provided under the section Local Negotiating Machinery (see paragraph 20).

TIME LOST ON ACCOUNT OF BAD WEATHER

6. (a) Workers who attend for work but are prevented from working on account of bad weather shall be paid at plain time rate for the time they are idle, except that pieceworkers will not receive payment for any idle period of less than two hours. The decision as to whether the weather is such as to prevent work shall rest with the Forester. The operation of this rule will be subject to the right of appeal to a senior officer where it appears to have caused hardship.

(b) In cases where workers normally use public or official transport for getting to work and, owing to weather conditions, that transport is not available, payment of wages shall be

made as above, i.e. at plain time rate, provided that the workers have presented themselves at the normal time and at the usual point of boarding the transport. This shall apply only where the usual transport is definitely not available. It shall not apply where it is merely delayed; such cases shall be dealt with having regard to the particular circumstances.

STOPPAGES AT WORK

7. (a) *General*.—Where work comes to a standstill for reasons beyond the control of the worker, other than exceptionally inclement weather as referred to above, he shall be paid at plain time rate for time so lost. The stoppage shall be reported to the Forester with the minimum of delay.

(b) *Tractor Drivers*.—When work as a driver is temporarily not available to him through no fault of his own and for reasons other than inclement weather, e.g. repairs to tractor, a tractor driver will continue to receive his normal rate of pay for a period not exceeding six weeks provided that he makes himself available to undertake any other work which he can reasonably be expected to perform; thereafter he will be offered employment in another grade, subject to the redundancy agreement.

EXTRA PAYMENT FOR EXCEPTIONAL WORK

8. (a) Time workers working in water, for example in main wet drains and other abnormally wet drains, shall be paid 2d. per hour above plain time rates. The decision on whether a drain is abnormally wet will rest with the Forester.

(b) Men working with liquid creosote or liquid tar shall be paid 1d. per hour above plain time rates, with a minimum payment as for 4 hours.

(c) An employee who carries out fire tower watching duties shall be paid 1s. per shift or turn of duty above his normal rate of pay.

(d) Workers who perform fire standby duty at home during week-ends and paid holidays will receive payment at the following rates:—Saturday, all day, 10s. (afternoon only, 5s.); Sundays (ordinarily), all day, 7s. 6d.; public and privilege holidays and the Sundays at Easter, Whitsun and August Bank Holiday, each full day, 10s. If they are called out to perform

fire patrol or fire fighting duties during the same period, they shall retain the allowance for standby duty and receive payment at the appropriate overtime rate for the active duty. Notice of cancellation of standby duty shall be given to the men not later than noon of the previous working day, otherwise payment of the allowance will be made. Similarly, those who are warned for actual fire duty such as fire patrolling or fire tower watching to be performed outside working hours, will receive the allowance for standby duty if they are not given such due notice of cancellation.

SPECIAL LEAVE WITH PAY

9. (a) Employees may be allowed special leave with pay at plain time rate in certain circumstances, e.g. on marriage, or for urgent domestic distress, or for the purpose of public work, or for periods of training in the Territorial and other Reserve Forces.

(b) Special paid leave may be granted to an employee on marriage, one week if he is an established worker and three days if he is unestablished. For women, such special leave will be limited to those whose services it is intended to retain after marriage.

(c) Normally up to three days' special leave with pay may be allowed to an employee in the event of the death of a husband, wife, mother, father, son, daughter, brother, sister. The granting of a longer period will only be considered in the most exceptional circumstances. In no case will more than one week's special paid leave be granted for bereavement or other urgent domestic distress.

(d) Special leave with pay may be granted up to 12 days a year to an employee who is a member of a County, Town, Urban District, Rural District, or Parish Council to attend Council meetings, and to an employee who is a Justice of the Peace for attendance on the Bench in addition to any special leave with pay he may be granted for Council meetings. Employees who serve as jurors may be allowed special leave with pay for the period of such service.

(e) An employee who is a volunteer member of an approved non-regular Force, e.g. Territorial Army, and has completed six months' Government service, may be allowed special leave with pay for the purpose of full-time annual training, subject to a limit of two working weeks; leave required for training

in excess of that period may be allowed without pay, or in whole or in part against the annual leave allowance. If he is a member of the Royal Naval Volunteer Reserve, he may be granted special paid leave up to four working weeks in any year in which he does 28 days' naval training, subject to a limit of eight working weeks in any period of five years. An employee posted to the Territorial Army, etc. at the completion of his full-time national service is granted special leave *without* pay for training, unless he wishes the absence to count, in whole or in part, against his annual leave allowance.

ABSENCES

10. (a) Time off without pay, that is other than annual leave or special paid leave, may be granted at the discretion of the Forester when it is applied for in cases of domestic distress or special hardship or for other good and genuine reasons. For example, established employees who occupy holdings may be allowed unpaid leave up to four weeks per annum to work their land.

(b) An employee who is unable to attend for work must notify his Forester with the least possible delay of the reason for his absence. Absence due to sickness, even if the employee does not receive sick pay for it, must be covered by medical certificate when it exceeds three days.

(c) Any employee who is habitually absent from work without leave will be liable to suspension or discharge; before action to discharge is taken, the employee's Trade Union representative will be given an opportunity to make representations.

CYCLE ALLOWANCES

11. A worker required to use his own cycle on duty shall be paid a mileage allowance on the scale shown below and for this purpose the Forester shall allocate a starting point from which the monthly mileage shall be measured. Such allowances shall be paid monthly in arrear.

Mileage per month	Allowance
Up to 135 miles	1½d. per mile
136 to 160 „	17s. per month
161 to 200 „	18s. „ „
201 to 250 „	19s. „ „
251 miles and over	20s. „ „

TRAVELLING AND SUBSISTENCE

12. (a) An employee's Home Forest shall be agreed locally but will normally be taken to be the Forest, Section or Beat in the charge of his supervisor of Forester rank. An employee who is sent on detached duty away from his Home Forest shall be treated in accordance with the *Code of Industrial Travelling Rules for Government Industrial Employees* and if transferred to another station, the conditions of the *Code of Transfer Rules* shall apply.

(b) Within the Home Forest each employee, on engagement, shall be given an official reporting point which may be the actual work site, or some other centre, as may be determined in consultation with the local Trade Union representative, and shall be clearly instructed as to the location of this reporting point, and as to the times of starting and finishing work daily. It is the employee's responsibility to get to and from this reporting point in his own time and at his own expense. If official transport is provided for part of the journey, the employee must get to and from the pick-up point in his own time and at his own expense, and the journey may be entirely or partly in the employee's time as may be determined by the Conservator. The provision of transport by the Commission at any time will not commit the Commission to continue to provide it, or to provide it at other times and in other places: but transport will not be withdrawn without prior consultation with the Trade Union representative and reasonable notice of withdrawal having been given.

(c) An employee's reporting point may be varied, within the Home Forest, from time to time at the discretion of the Forester. If a second or subsequent reporting point is further from the employee's home (or usual place of lodging) than his first reporting point, travelling time will be allowed in respect of the additional distance each way, by the shortest practicable route, on the following basis:—

if the first reporting point was three miles or more from home, allowance will be made for the additional distance;

if the first reporting point was less than three miles from home, allowance will be made only for that part of the journey which exceeds three miles.

The amount of any time allowed shall be based on the time taken by the employee's normal means of travel to each of

the two reporting points. The travelling time allowance may be made at the discretion of the Forester by either (i) varying the times of starting and/or finishing, or (ii) payment of wages for the additional time taken in travelling the longer distance. No travelling time allowance will be made for any part of a journey from home to reporting point which does not exceed three miles. If the additional time so qualifying for payment brings the total working hours to more than the conditioned hours, the excess hours will qualify for overtime payment.

(d) When official transport is provided free of charge from a recognised pick-up point, or from the original reporting point to the new reporting point, no allowance will be paid to an employee in respect of travelling expenses (as distinct from travelling time). Similarly, no expenses will be paid when an employee walks to the new reporting point. Where, however, an employee uses public transport, or his own cycle or other vehicle, or travels under a private hire arrangement, he may be paid the excess fares or travelling expenses in respect of that part of the journey which is in excess of the journey to the original reporting point and in excess of three miles, at the following rates:—

By public transport	...	actual extra fares or assessed fares within the limit of 2½d. per mile.
By own pedal cycle	...	1½d. per mile.
By own motor vehicle:		
(i) with engine capacity of 150 c.c. or less		2½d. per mile.
(ii) with engine capacity of more than 150 c.c.		2½d. per mile.
By private hire arrangement		actual excess payment, subject to a limit of 2½d. per mile.

(e) These rules will apply to workers not normally working in a forest, e.g. in a workshop which is not located in a forest, in which case the expressions "Home Forest" and "Forester" will be interpreted as meaning "Official Station" and "Supervisor", respectively.

PAYMENT OF WAGES DURING SICKNESS

13. (a) Full-time employees (established and unestablished) may be granted sick leave with pay in accordance with the *Scheme of Paid Sick Leave for Government Industrial Employees*. Briefly the scheme provides that an employee may receive full pay based on plain time rate, less National Insurance benefit, for limited periods of sick or injury absence supported by medical certificate, provided that he has 26 weeks' effective service in Government employment. Sick pay is not issued for the first three days of sick or injury absence unless the incapacity lasts at least one working week. Paid sick leave is limited normally to 13 weeks in any period of 12 months' reckonable service. After five years' effective service an employee who has exhausted his entitlement to sick leave on full pay may be granted a further period of up to 13 weeks on half pay. Sick leave (paid and unpaid) may not exceed 52 weeks in any period of four years or less. In broken weeks of sickness each odd day of absence will be reckoned as one-fifth of a week's sick leave in the five-day week period, or as one-sixth of a week in the six-day week period. The amount of sick pay for odd days of entitlement will be calculated on the basis of plain time rate for the normal hours of attendance on those days, less National Insurance benefit.

(b) Part-time employees who work regularly for not less than 18 hours a week are included in the scheme if otherwise eligible. Their sick pay is calculated on the plain time rate for the hours they regularly work.

(c) It is an important requirement of the scheme that an employee who falls sick and submits a medical certificate for the Forester's scrutiny, shall enter on it details of dependent relatives.

ESTABLISHMENT

14. Full-time adult employees are eligible for establishment, to the extent that the authorised complement of established posts permits. In order to qualify for nomination they must be over 21 years and under 60 years of age and have had at least three years' reckonable adult industrial service in a Government department. Only full-time service can count towards this qualifying period and normally it must be continuous; service which is broken through no fault of the

employee may be counted subject to the Treasury's "broken service rules" as applied for gratuity purposes. Employees must also be British born or naturalised British subjects and of good health and character, and possess the knowledge and ability to perform the duties of the grade.

Only whole time workers may hold established posts but, exceptionally, those who occupy holdings may be allowed special unpaid leave of up to four weeks per annum to work their land.

Established employees are liable to be transferred to work at any station in the Forestry Commission or in any government establishment in the United Kingdom or overseas.

SUPERANNUATION

15. (a) *Established Employees*.—An employee, to be eligible for a pension, must have been granted a certificate by the Civil Service Commissioners under the scheme of establishment referred to above, and he must have completed at least 10 years' reckonable service. Normally the minimum age at which a pension may be awarded is 60 but there are special provisions for the worker who is retired on grounds of ill-health. In other cases of premature retirement through ill-health where less than 10 years' service has been given, a gratuity may be awarded. The pension is payable at the rate of one-eightieth of annual pay for each completed year of reckonable service subject to a maximum of forty-five eightieths. A single lump sum payment ("additional allowance") is also made, being equal to three times the amount of the annual pension or less if the employee has participated in the Widows' and Children's or Dependants' Pension Scheme. These sums are calculated on the average of the pensionable emoluments which the employee has received during the last three years before retirement. The pension normally payable to a widow is one-third of that which has accrued to her deceased husband at the date of his death, whether in service or after retirement. An established employee may at any time after reaching age 50 retire at his own request, in which case and provided he has completed at least 10 years' reckonable service, the pension and additional allowance will not normally be payable until he reaches age 60. Voluntary resignation before reaching age 50, however, will involve forfeiture of all superannuation benefits.

(b) *Unestablished Employees.*—An unestablished employee who has at least five years' reckonable service may be eligible for the award of a gratuity on the termination of his employment. The gratuity is calculated at the rate of one week's pay for each year of service up to 5 years, two weeks' pay for each of the next five years up to 10 years and four weeks' pay for each year of service over 10 years, subject to a total of one year's pay.

SUB-NORMAL WORKERS

16. The rates of pay given in the Appendix are for able-bodied workers. Any departure from the rates, e.g. where a worker is affected by physical injury or infirmity due to age, shall be discussed locally by the Trade Union representative and the Forester and the rate agreed by them shall be subject to confirmation by the Conservator.

CRAFTSMEN

17. The rates to be paid to craftsmen shall be those operating under the relative Trade Agreement. They shall be applied to the working week prescribed for the particular industry, and hours necessarily worked in excess thereof shall be paid at the overtime rates for that industry. The conditions relating to the Guaranteed Week for the industry concerned shall also be applicable. Other conditions of service will be similar to those for forest workers; pay for holidays and sick absence will be calculated on the basis of the normal working week operating for the trade concerned.

PLANT OPERATORS AND FITTERS

18. Drivers or operators of heavy civil engineering plant, also mechanics and fitters and foreman fitters engaged on the inspection and repair of such equipment, shall receive hourly rates of pay determined by reference, as appropriate, to the *Working Rule Agreement of the Civil Engineering Construction Conciliation Board for Great Britain*. The current rates of pay are set out in the Appendix. The basic working week shall be 44 hours in summer (from the second Monday in March to the second Sunday in November) and 40 hours in winter, but employees will generally be required to work the 45-hour week operated for forest workers (paragraph 1), overtime payment, as provided in the *Working Rule*

Agreement, being made for hours worked in excess of the basic. Time lost on account of bad weather in any pay week will be paid for as to one-half at ordinary rate with a guaranteed minimum of 36 hours' pay at ordinary rate. Other conditions of service will be similar to those for forest workers; pay for holidays and sick absence will be calculated on the basis of the average working week of 42½ hours.

LORRY DRIVERS

19. (a) The weekly wage, hours of work and overtime payment of a regular lorry driver shall be as adopted by the *Road Haulage Central Wages Council*, other conditions of service being similar to those applicable to forest workers. Drivers are expected to give reasonable assistance in loading and unloading their vehicles.

(b) When work as a driver is temporarily not available to him through no fault of his own, a regular lorry driver will continue to receive his normal rate of pay for a period not exceeding six weeks, provided that he makes himself available to undertake any other work which he can reasonably be expected to perform; thereafter he will be offered employment as a Grade 2 forest worker, subject to the redundancy agreement.

(c) A forest worker who drives a lorry occasionally shall be paid at the appropriate *Road Haulage* rate for the whole of any week in which the driving amounts to 20 hours or more. When such work is less than 20 hours, payment of the *Road Haulage* rate will be made for the whole day or days on which driving is done and the forest worker concerned will be paid his normal forest worker rate for the remainder of the week.

LOCAL NEGOTIATING MACHINERY

20. All complaints, which do not involve general principles, shall be dealt with locally in the first instance, between the accredited Trade Union officer and the Conservator (or Deputy Surveyor) or his representative. Either the accredited Trade Union officer or the Conservator (or Deputy Surveyor) shall have the right to introduce representatives at any discussion, if deemed desirable. If the complaint cannot be amicably settled locally, it shall then be referred to the Union Headquarters and the appropriate Director of Forestry respectively.

In the event of failure to agree at this level, the matter shall be referred for decision to the Forestry Commission Industrial and Trade Council.

TRADE UNION FOREST MEETINGS

21. Facilities shall be extended to Trade Union Organisers of the Unions which are parties to this Agreement, to hold meetings of the workers on forest areas. The Union Organisers shall consult the Conservator (or Deputy Surveyor) concerned before definitely fixing any date for such meeting.

BETTER CONDITIONS

22. Where existing rates of pay and/or working conditions are better than those provided for in this Agreement no change shall be made in such rates and/or working conditions so far as they affect the existing staff.

Forestry Commission Industrial and Trade Council.

A. H. GOSLING, *Chairman*

T. J. HEALY, *Vice-Chairman*

H. A. TURNER } *Joint*

J. F. ECCLES } *Secretaries*

May, 1961

APPENDIX

(a) Minimum Rates of Weekly Wages of Forest Workers as introduced with effect from 28th November, 1960:

	s.	d.
Male:		
Adults (age 20 and over)	172	6
Youths (based on a percentage of the adult rate, as shown)—		
Age 19 and under 20 (85 per cent)	146	6
18 " " 19 (75 " ")	129	6
17 " " 18 (65 " ")	112	0
16 " " 17 (55 " ")	95	0
15 " " 16 (45 " ")	77	6
Female (based on a percentage of the male adult rate, as shown)—		
Age 21 and over (80 per cent)	138	0
18 and under 21 (70 per cent)	121	0
17 " " 18 (60 " ")	103	6
16 " " 17 (50 " ")	86	6
15 " " 16 (40 " ")	69	0

(b) Amounts ("leads") above the minimum forest worker rate:

	s.	d.
Grade 2 forest worker	4	6
Grade 1 forest worker	9	0
Ganger	22	0
Leading Ganger	27	0
Trapper or Warrener—		
to commence	4	6
after 12 months' satisfactory service	9	0
Tractor Driver (Wheeled Tractor)—		
with less than six months' experience	6	0
with at least six months' experience	14	6
Horseman	9	6
Handyman	9	0
Male Timekeeper, Site	20	0
District	25	0
Woman Forest Clerk, according to age and experience	6s. to 20s.	
Grade 2 woman forest worker	4	0
Grade 1 woman forest worker	9	0

APPENDIX *(continued)*

(c) Hourly Rates of Pay of Plant Operators, Fitters, etc.

(This section is in course of preparation and will be issued separately.)

(Notes, Additions, etc.)