



FORESTRY COMMISSION EQUAL PAY POLICY STATEMENT

The Commission is committed to the principle of equal opportunities in employment. We believe it is in the Commission's interest and good business practice that pay is awarded fairly and equitably.

A right to equal pay between men and women free of sex bias is a fundamental principle of European Community law and is conferred by United Kingdom legislation. UK statute requires that male and female staff must receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value.

In order to achieve equal pay for employees doing equal work it is important that we design and operate a pay system that is transparent, based on objective criteria and free from sex bias.

The Commission uses an analytical job evaluation system to assess the quality of jobs and their place in the Commission's grading structure.

Action to implement policy:

In order to put our commitment to equal pay into practice we will:

- regularly review our pay practices for all our employees, including those not in permanent, full time jobs and those who are absent on maternity leave;
- carry out regular monitoring of the impact of our pay and performance appraisal/practices;
- inform staff of how these practices work and how their own pay is arrived at (e.g. through the Staff Handbook and Staff Pay Notices);
- discuss and agree changes to pay policy with trade union representatives, where appropriate.

We intend, through the above actions, to avoid unfair discrimination and to reward fairly the skills, experience and potential of all staff.