

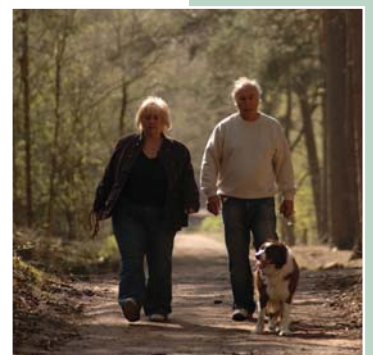
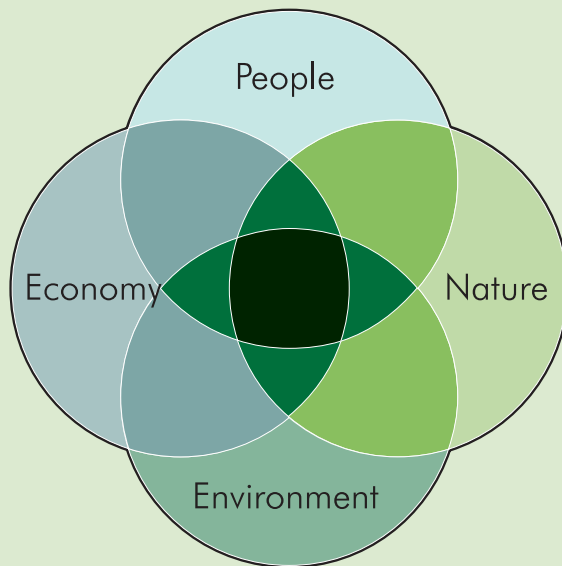
Forestry Commission - Summary

Developing people through training

Introduction

The Forestry Commission is a government body (in the public sector) that looks after much of Britain's woodland. It plants, protects and renews forests and encourages people to use forests for leisure. It also manages the roads, bridges and other engineering works on its land. It is an important employer and generates revenue from sales of timber.

The Forestry Commission has a high level of environmental awareness, balancing the needs of people, nature, the environment and the economy. Trees take a long time to grow to maturity, so the Commission takes a long-term view about managing sustainable forests, reducing carbon emissions and dealing with other environmental factors. To help achieve these environmental targets, it has a focus on training and development.



Roles in the organisation

Everyone in an organisation has a job role. This defines the tasks and responsibilities that they are expected to fulfil. People will enter different job roles at different levels, according to qualifications and experience. For example:

- Murray joined as an apprentice and harvests trees for timber. Eventually he could rise to middle management.
- Julie is a civil engineer – a graduate entry. She is involved in building new bridges and roads
- Gordon is a Forest District Manager. He has to make strategic decisions about managing large areas of land.

The Commission has a policy of developing employees and promoting from within the organisation, as this is more efficient and effective than recruiting new staff.

The importance of training

Training is important in many areas of the Commission's work. It includes health and safety training, technical training and skills in communication, leadership and customer care. The Commission has a culture of Continuous Professional Development (CPD). This is supported by appraisals, where staff review their performance with managers and set themselves SMART targets. Opportunities for training help to motivate employees. The Commission's commitment is shown by its status as an Investor in People, a national award. For example, Julie is taking a Masters degree so that she will be able to gain promotion and take more responsibility.

Types of training

The main different types of training are:

- on-the-job training, which is work-based and may involve coaching, instruction, mentoring (working with someone more experienced) or secondment (working in a different area or company to learn new skills)
- off-the-job training - attending courses away from work.

The Commission has invested in training to develop managers. It uses a Personal Development Plan (PDP) to build individual plans for employees.

Training in action

Julie is an example of training in action. She has benefited from various types of internal training, for example, on health and safety and new laws. The Commission has helped her to take her degree and she is now being supported in a post-graduate qualification.

Conclusion

The Forestry Commission is a wide-ranging organisation which provides many different job roles. The people who work there benefit from training and development opportunities. A better trained workforce leads to better managed and more environmentally-focused forest management, which benefits everyone.

