

Recording of Trade Union Facility Time - The Trade Union (Facility Time Publication Requirements) Regulations 2017

1st April 2017 – 31st March 2018

The request for information was sent to a total of 29 Staffside Representative with a response received from 17. For the purpose of the report and in the absence of the relevant information the 12 non respondents have been recorded as spending 0% of their working time on Facility Time (Table 2). The HR department has subsequently set up a system to request the relevant information on a quarterly basis.

From the information received Trade Union Facility Time has been categorised into the following (this is not an exhaustive list)

Trade Union (Activity) – Examples provided : Branch Meetings – AGM's – Women' National Conference – Union Health – Delegates Conference – RCN Board – Regional Disability Meeting – TUC Women's Leadership – National Conference – Regional Committee – RCN Congress – Full time Officer Supervision

Trade Union (Duties) – Examples provided : Supporting staff at HR related meetings (Disciplinary/Grievance/Sickness/Org Change Etc) – Attendance at meetings - JCC – LCC- PWG – Smoking Cessation – IIP – Health and Safety – Health and Wellbeing — Mindfulness — Right Staffing – Force Reduction – There for You Disabled Welfare – Mindful Employer – Investigation Team Quarterly Meetings – Workforce Task and Finish Group – Flu Vaccination Group – Head of Service Meetings Other – Job Evaluation

SCHEDULE 2

Information to be published

Table 1

Relevant union officials

What was the total number of your employees who were relevant union officials during the relevant period?

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
29	5922.65 (calculated as per Regulations)

Table 2

Percentage of time spent on facility time

How many of your employees who were relevant union officials employed during the relevant period spent a) 0%, b) 1%-50%, c) 51%-99% or d) 100% of their working hours on facility time?

Percentage of time	Number of employees
0%	13
1 – 50%	14
51-99%	0
100%	2

Table 3

Percentage of pay bill spent on facility time

Provide the figures requested in the first column of the table below to determine the percentage of your total pay bill spent on paying employees who were relevant union officials for facility time during the relevant period.

First Column	Figures
Provide the total cost of facility time	£99,948.87 (calculated as per Regulations)
Provide the total pay bill	£242,995,876.00 (calculated as per Regulations)
Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) x 100	0.041%

Table 4

Paid trade union activities

As a percentage of total paid facility time hours, how many hours were spent by employees who were relevant union officials during the relevant period on paid trade union activities?

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) x 100	12.30% (calculated as per Regulations)
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