

**TRADE UNION FACILITY TIME PUBLICATION REQUIREMENTS
REPORTING PERIOD; 1 APRIL 2017 TO 31 MARCH 2018 INCLUSIVE**

Introduction

The Trade Union (Facility Time Publications Requirements) Regulations 2017, which came into force on 1st April 2017, implemented the requirement introduced by the Trade Union Act 2016 for specified public-sector employers, including NHS Trusts, to report annually a range of data in relation to their usage and spend on trade union facility time.

Background to the New Reporting Requirements

The cost of facility time in the public sector is paid for out of public funds. The objective of the new legislation is to ensure that taxpayers' money spent on trade union facility time in the public sector is properly monitored and reported. It is felt that this transparency will enable Government, employers and taxpayers to verify whether taxpayer's money is only spent on appropriate and accountable trade union work that represents value for money.

Annual Reporting Requirements

The duty to report covers specific information (set out in detail in Schedule 2 of the regulations) relating to time off taken for trade union duties, for example negotiations with employers, representing members in the workplace, or the duties of a learning representative and activities, or to carry out duties and receive training under the relevant

Trade union representatives can get paid time off to carry out 'duties' which is set out in legislation. Employers may also grant paid time off for trade union activities for which there is no statutory right to paid time off.

Trust Data 2017/2018

The Trust's data for the first reporting period 1 April 2017 to 31 March 2018 is shown below

Table 1: Relevant union officials

Total number of Trust 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
3	2

Table 2: Percentage of time spent on facility time

Worcestershire Health and Care NHS Trust's 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%	0
1% - 50%	1
51% - 99%	0
100%	2

Table 3: Percentage of pay bill spent on facility time

The percentage of the Trust's total pay bill spent on paying employees who were relevant union officials for facility time during the relevant period:

	Figures
Total cost of facility time	£68,134
Total pay bill	£133,769,000
Percentage of the total pay bill spent on facility time, calculated as total cost of facility time ÷ total paid facility time hours) x 100	0.05%

Table 4: Paid trade union activities

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

Time spend 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	100%
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