

Hull University Teaching Hospitals NHS Trust

Trade Union Facility Time Publication Requirements Reporting Period; 1 April 2020 to 31 March 2021 Inclusive

1 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.

2 Background to the New Reporting Requirements

The Facility Time Regulations are intended to ensure transparency of facility time and the associated costs to the taxpayer. Organisations should ensure the costs to the taxpayer of facility time are proportionate to the benefits in the delivery of public services.

3 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 safety legislation.

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.

4 Trust Data 2020 – 2021

The Trust's data for the reporting period 1 April 2020 to 31 March 2021 is attached as Appendix 1.

Whether in providing support to individual members of Trust staff at a departmental level, or by playing a valuable role in contributing to Trust-wide agendas (for example: Joint Negotiating and Consultative Committees, Job Evaluation Panels, Collective Agreements, Policy Sub-Group, Junior Doctor's Forum, Health and Safety and Staff Surveys) the Trust recognises that the participation of trade union representatives supports the partnership process and contributes to delivering improved services to patients and users.

Whilst not included in the return, as they are not Trust employees, the Trust also benefits from the helpful input of fulltime trade union officers, as appropriate, and also for one union, caseworkers for occasions where no local staff side representative is available.

The Trust will continue to monitor and evaluate the amount of money spent on facility time, in the interests of transparency and accountability.

Appendix 1

Hull University Teaching Hospitals NHS Trust

The Trade Union (Facility Time Publication Requirements) Regulations 2017 Reporting Period; 1 April 2020 to 31 March 2021 Inclusive

Table 1: Relevant union officials

Total number of Trust employees who were relevant union officials during the relevant period, 1 April 2020 to 31 March 2021:

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number (of trade union representatives)
59	51.88

Table 2: Percentage of time spent on facility time

Hull University Teaching Hospitals 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%	39
1%-50%	20
51%-99%	0
100%	0

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	£53,276
Total pay bill	£429,928,000
Percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) x 100	0.01%

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 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	0.09%
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The figures have been calculated using the standard methodologies used in the Trade Union (Facility Time Publication Requirements) Regulations 2017.