

People Committee

Date:	27 April 2021	Attachment:	9																
Title of Report:	2020-21 Trade Union Facility Time																		
Purpose of the report and the key issues for consideration/decision:	This report provides information required for external publication relating to Trade Union officials and facility time in line with the Trusts responsibility to comply with the Trade Union (Facility Time Requirements) Regulations 2017.																		
Prepared by:	Holly Tetley, Head of HR Business Partner Service																		
Presented by:	Holly Tetley, Head of HR Business Partner Service																		
Strategic Objective(s) supported by this paper:	<table border="1"> <tr> <td>Financial Sustainability</td> <td></td> <td>Empower & Engage Staff</td> <td>x</td> </tr> <tr> <td>Quality of Care</td> <td>x</td> <td></td> <td></td> </tr> </table>			Financial Sustainability		Empower & Engage Staff	x	Quality of Care	x										
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Quality of Care	x																		
Is this on the Trust's risk register:	<table border="1"> <tr> <td>No</td> <td>x</td> <td>Yes</td> <td></td> <td>If Yes, Score</td> <td></td> </tr> </table>			No	x	Yes		If Yes, Score											
No	x	Yes		If Yes, Score															
Which CQC Standards apply to this report:	Well Led; Safe; Responsive																		
Have all implications related to this report been considered: (please X)	<table border="1"> <tr> <td>Finance Revenue & Capital</td> <td></td> <td>Equality & Diversity</td> <td></td> </tr> <tr> <td>National Policy/Legislation</td> <td>x</td> <td>Patient Experience</td> <td></td> </tr> <tr> <td>Human Resources</td> <td>x</td> <td>Terms of Authorisation</td> <td></td> </tr> <tr> <td>Governance & Risk Management (BAF)</td> <td>x</td> <td>Other:</td> <td></td> </tr> </table>			Finance Revenue & Capital		Equality & Diversity		National Policy/Legislation	x	Patient Experience		Human Resources	x	Terms of Authorisation		Governance & Risk Management (BAF)	x	Other:	
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Action Required: (please X)	<table border="1"> <tr> <td>Approve</td> <td>x</td> <td>Discuss</td> <td>x</td> <td>Receive for information</td> <td></td> <td>Decision</td> <td></td> </tr> </table>			Approve	x	Discuss	x	Receive for information		Decision									
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Previously Considered By:	<table border="1"> <tr> <td>NA</td> <td>Date:</td> <td></td> </tr> </table>			NA	Date:														
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Recommendations:	That People Committee receive the information on the Trade Union Facility Time for the financial year 2020/21 for approval and publication in July 2021.																		

Trade Union Facility Time Reporting

1 April 2020 to 31 March 2021

The Trade Union (Facility Time Requirements) Regulations 2017 came into force on 1 April 2017. Under the regulations Airedale NHS Foundation Trust is required to publish the following information relating to trade union officials and facility time.

Table 1

Relevant Union Officials	
<i>What was the total number of your employees who were relevant union officials during the relevant period?</i>	
Number of employees who were relevant union officials employed during the relevant period	Full time equivalent employee number
20	17.37 FTE

Table 2

Percentage of time spent on facility time for each relevant union official	
<i>How many of your relevant union officials employed during the relevant period spent a) 0%, b) 1%-50%, c) 51%-99%, d) 100% of their working hours on facility time?</i>	
Percentage of time	Number of employees
0% - 1%	16
1% - 50%	3
51% - 99%	0
100%	1

Table 3

Percentage of pay bill spent on facility time	
<i>What is the percentage of the pay bill spent on facility time?</i>	
Total cost of facility time	£52,064.76
Total pay bill	£142,462,000
Percentage of the pay bill spent on facility time	0.04%

Table 4

Paid trade union activities
<i>As a percentage of total paid facility hours, how many hours were spent by employees who were relevant union officials on paid trade union activities?</i>
0%