



**Bridgewater
Community Healthcare**
NHS Foundation Trust

Trade Union Facility Time 2020-21



Quality first and foremost

The Trade Union (Facility Time Publication Requirements) Regulations 2017.

1st April 2020 – 31st March 2021

This document details the statutory submission for the period April 2020 to March 2021 as per the Trade Union (Facility Time Publication Requirements) Regulations 2017, which took effect from 1 April 2017.

The purpose of these regulations is to promote transparency and allow for public scrutiny of facility time.

Facility time data is data that the Trust is required to collect, report and publish under the Trade Union Facility Time Publication Requirements Regulations 2017.

Facility time can be broken down as follows:

Trade union duties

- duties connected with collective bargaining – for example, on terms and conditions of employment, redundancy, allocation of work
- taking part in a negotiation or consultation process – including meeting and corresponding with managers, and informing union members of progress and outcomes
- attending a disciplinary or grievance hearing, with trade unions, including allowing reasonable time to prepare
- attending training for the trade union representative role

Trade union activities

- discussing internal union matters
- dealing with internal administration of the union – for example, answering union correspondence meetings other than as part of the negotiating or consultation process

Details of the statutory submission are contained within tables 1-4 below.

1. Table 1 – Relevant Union Officials

What was the total number of your employees who were relevant union officials during 2020/21?

| <i>Number of employees who were relevant trade union officials during the relevant period</i> | <i>Total full-time equivalent of trade union officials</i> |
|---|--|
| 20 | 16.87 |

2. Table 2 - Percentage of Time Spent on Facility Time

How many of your employees who were relevant union officials employed during 2020/21 spent a) 0%, b) 1% - 50%, c) 51% - 99%, or d) 100% of their working hours on facility time?

| <i>Percentage of time</i> | <i>Number of employees</i> |
|---------------------------|----------------------------|
| 0% | 10 |
| 1 – 50% | 8 |
| 51% - 99% | 0 |
| 100% | 2 |

3. 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 2020/21.

| | <i>Figures</i> |
|---|----------------|
| Provide the total cost of facility time | £34,625.54 |
| Provide the total pay bill | £63,682,517 |
| Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time / total pay bill) x 100 | 0.05% |

4. 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?

| | <i>Figures</i> |
|---|----------------|
| Provide the total hours spent on paid trade union activities | 173.5 |
| Provide the total paid facility time hours | 2411.8 |
| Time spent on 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 2019-20 / total paid facility time hours) x 100 | 7.19% |