

North Tees and Hartlepool NHS Foundation Trust

Facility Time Publication Reporting period 1 April 2020 to 31 March 2021

1. Introduction

On 1 April 2017, the Trade Union (Facility Time Publications Requirements) Regulations 2017 came into force.

The Regulations requires the Trust, as an NHS Body to collate and publish on an annual basis, a range of data on the amount and cost of “facility time” within the organisation.

The current reporting year is for 12 months from 1 April 2020 to 31 March 2021 and this will be the fourth year of reporting, since the regulations came into effect.

2. Facility Time

Facility time is the provision of paid or unpaid time off from an employee’s normal role to undertake Trade Union duties and activities as a Trade Union representative. There is a statutory entitlement to reasonable paid time off for undertaking Trade Union duties. There is no statutory entitlement to paid time off for undertaking Trade Union activities.

3. Facility Time Information

The facility time data the Trust is required to collate and publish under the 2017 regulations are:

- Table 1: the number of employees who were relevant union officials during the relevant period, and the number of full time equivalent employees.
- Table 2: the percentage of time spent of facility time for each relevant union official.
- Table 3: the percentage of pay bill spent on facility time.
- Table 4: the number of hours spent by relevant union officials on paid trade union activities as a percentage of total paid facility time hours.

The data has now been collated for the reporting year 1 April 2020 to 31 March 2021 and is shown below.

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
18	15.99 FTE

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%	4 (includes PW)
1-50%	12
51%-99%	1
100%	1

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. This information is detailed

First Column	Figures
Provide the total cost of facility time	£78,913.27
Provide the total pay bill	£234,700,000
Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) x 100	0.03%

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	0.23%
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