



Glasgow City Council

General Purposes City Policy Committee

Report by Director of Governance & Solicitor to the Council

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Reporting Of Trade Union (Facility Time Publication Requirements) Regulations 2017

Purpose of Report:

To provide committee with an overview of the requirements under the Trade Union (Facility Time Publication Requirements) Regulations 2017 along with a copy of the information which the Council has reported for period 2017/18.

Recommendations:

Committee is asked to note the contents of the report and that the Council has met it's requirements under the regulations.

Ward No(s):

Citywide: ✓

Local member(s) advised: Yes No consulted: Yes No

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1 Overview of Trade Union (Facility Time Publication Requirements) Regulations 2017

The Trade Union (Facility Time Publication Requirements) Regulations 2017 came into force on the 1st April 2017. These regulations place a legislative requirement on the Council to collate and publish, on an annual basis, a range of data on the amount and cost of facility time.

Facility time provides a framework for constructive consultation and negotiation with employers. It is an investment in the prevention of workplace disputes, providing savings to both the public sector and the public purse, through a reduction of negative impacts on staff time and the number of working days lost through industrial action.

To assist meet the requirements of the regulations the UK Government provided UK wide guidance and the Scottish Government in conjunction with the Scottish Trade Unions Congress (STUC) provided guidance to Scottish local authorities.

2 Reporting for 2017/18

The Council has met its obligations to report on the regulations in line with the guidance provided from the Scottish Government and the STUC. This was to report the information below covering the period 1 April 2017 - 31 March 2018:

- The total number of employees who were Trade Union (TU) representatives.
- The number of employees who were TU representatives or officials who spent 0%, 1-50%, 51- 99%, 100% of their working hours on facility time.
- The percentage of overall pay bill spent paying employees who were TU representatives for facility time.
- Time spent on paid TU activities as a percentage of total paid facility time.

In line with legislative requirements this information has been published on the Council's website, included in the Annual Accounts and submitted to the Cabinet Office.

Appendix one provides full details of the Council's responses.

3 Policy and Resource Implications

Resource Implications:	
<i>Financial:</i>	No financial implications
<i>Legal:</i>	Legal requirements of the Trade Union (Facility Time Publication Requirements) Regulations 2017
<i>Personnel:</i>	No direct personnel implications as this relates to reporting only.

<i>Procurement:</i>	N/A
Council Strategic Plan:	Specify which theme(s) and outcome(s) the proposal supports
Equality Impacts:	
<i>Does the proposal support the Council's Equality Outcomes 2017-22</i>	N/A – There is no equality impact as this is reporting to meet legislative requirements.
<i>What are the potential equality impacts as a result of this report?</i>	No significant impact
Sustainability Impacts:	
<i>Environmental:</i>	N/A
<i>Social:</i>	N/A
<i>Economic:</i>	N/A
Privacy and Data Protection impacts:	No personal data is reporting only overall figures.

3. Recommendations

Committee is asked to note the contents of the report and that the Council has met its requirements under the regulations.

APPENDIX 1 - Facility Time Publication

- a) TU representative - the total number of employees who were TU representatives during the relevant period.

Number of employees who were relevant union officials during the relevant period	FTE employee number
181	Currently unable to report. Activity will be undertaken to provide information from 2018/19.

- b) Percentage of time spent on facility time - How many employees who were TU representative's 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 representatives
0%	7
1-50%	12
51%-99%	7
100%	6

- c) Percentage of pay bill spent on facility time - percentage of the total pay bill spent on paying employees who were TU representatives for facility time during the relevant period.

Total cost of facility time - £386,400	
Total pay bill - £654,751,800	
Percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time + total pay bill) x 100	0.059%

- d) Paid TU activities - As a percentage of total paid facility time hours, how many hours were spent by employees who were TU representatives during the relevant period on paid TU activities.

Time spent on paid TU activities as a percentage of total paid facility time hours calculated as: (total hours spent on paid TU activities by TU representatives during the relevant period + total paid facility time hours) x 100.	6.3%
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