



Glasgow City Council
General Purposes Committee

Report by Chief Executive

Contact: Robert Anderson, Head of HR Ext: 75179

Item 2

10th August 2021

**Reporting Of Trade Union (Facility Time Publication Requirements)
Regulations 2017. Reporting for 2020/21**

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 2020/21.

Recommendations:

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

Ward No(s):

Citywide: ✓

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

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.

2 Reporting for 2020/21

The Council has met its obligations to report on the regulations in line with the guidance provided from the Cabinet Office, Scottish Government and STUC. This was to report the information below covering the period 1 April 2020 - 31 March 2021:

- 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.

There has been a decrease in both percentages of overall pay bill spent on facility time and time spent on TU activities. This is mainly due to COVID lockdown and social distancing requirements.

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:	A well Governed City that Listens and Responds
Equality and Socio-Economic Impacts:	
<i>Does the proposal support the Council's Equality Outcomes 2021-25</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
<i>Please highlight if the policy/proposal will help address socio economic disadvantage.</i>	N/A
Sustainability Impacts:	
<i>Environmental:</i>	N/A
<i>Social, including Article 19 opportunities:</i>	N/A
<i>Economic:</i>	N/A
Privacy and Data Protection impacts:	No personal data is reporting only overall figures.

4 Recommendations

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

Appendix One – Facility Time Publication

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

<i>Number of employees who were relevant union officials during the relevant period</i>	<i>FTE employee number</i>
233	218

- b) Percentage of time spent on facility time - How many employees who were TU representatives 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.

<i>Percentage of time</i>	<i>Number of representatives</i>
0%	121
1-50%	94
51%-99%	7
100%	11

- 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	£1,015,713.34
Total pay bill	£ 969,104,105.19
Percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time + total pay bill) x 100 0.1%	

- 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.	3.76%
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