

Trade union facility time reporting

In line with the new regulations, all employers must publish information on facility time, which is agreed time off from an individual's job to carry out a trade union role, before 31 July.

The trade union (facility time publication requirements) regulations 2017 came in to force on 1 April 2017. There is a legal requirement to publish this information. The Trust data for the financial year April 2017 to March 2018 is outlined below, and this is published in both our Annual Report and on our website, in line with the regulation requirements.

Maidstone & Tunbridge Wells NHS Trust regards the active participation of Trade Unions in its work as an important part of its approach to staff engagement. Trade Union officials working within the Trust are governed by the Trust Partnership Agreement.

- 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>
25	21.64

- b) Percentage of time spent on facility time** - How many employees who were TU 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 employees</i>
0%	12
1-50%	13
51%-99%	
100%	

- c) Percentage of pay bill spent on facility time** - The figures requested in the first column of the table below will determine the percentage of the total pay bill spent on paying employees who were TU representatives for facility time during the relevant period.

<i>First Column</i>	<i>Figures</i>
Provide the total cost of facility time	£55970
Provide the total pay bill	£255.7m
Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) x 100	0.022%

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	100%
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