



University of the
Highlands and Islands
Argyll College

Oilthigh na Gàidhealtachd
agus nan Eilean
Colaiste Earra-Ghàidheil

Trade Union Act 2016

Trade Union (Facility Time Publication Requirements)

Regulations 2017

Facilities Time Publication

1 October 2020 - 31 March 2021

The following information is provided in furtherance of the requirements of the Trade Union (Facility Time Publication Requirements) Regulations 2017, which took effect from 1 April 2017. These regulations, emerging from the Trade Union Act 2016, place a requirement for employers in the public sector to publish information on 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.

The required information is reported below.

Table 1 Relevant Union Officials

What was the total number of your employees who were relevant trade union officials during the relevant period?

Number of employees who were relevant union officials during the relevant period	Full time equivalent employee number
6	3.36

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%, d) 100%

Percentage of Time	Number of employees
0%	0
1-50%	6
51-99%	0
100%	0

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.

First Column	Figures
Provide the total cost of facility time	£852
Provide the total pay bill	£1,071,010
Provide the percentage of the total pay bill spent on facility time, calculated as (total cost of facility time/total pay bill) x 100	0.08%

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 as 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

Total paid facility time hours– 38
Total paid activity hours – n/a
Total Paid duty hours – 38
% of paid facility time = 100%