



The Trade Union (Facility Time Publication Requirements) Regulations 2017
Hertfordshire Partnership University NHS Foundation Trust Trade Union Facility Time
for 2017/18

Introduction

The Trade Union (Facility Time Publication Requirements) Regulations 2017 took effect on 1 April 2017. HPFT are now required to publish certain information on trade union officials and facility time on their website and on a website maintained by or on behalf of the government by 31st July 2018

The regulations require the following information to be published on the employer's website:

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

The tables below show the information for the period 1st April 2017 to 31st March 2018.

Table 1 - Relevant union officials

Total number of HPFT employees who were relevant union officials during the period

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
17	16.2

Table 2 - Percentage of time spent on facility time

How many of HPFT 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%	1
1-50%	14
51%-99%	0
100%	2

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	£115,496
Provide the total pay bill	£147.05m
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 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	7.54%
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