



Facility Time Report 2018-2019

July 2019

Chelsea and Westminster NHS Foundation Trust recognises the importance of partnership working between management and recognised trade unions. Partnership working provides a clear framework for consultation, negotiation and decision making where our trade unions can have a proactive role in matters of strategic importance that affect the workforce. It also enables joint ownership of problems and solutions to get the best outcome for the Trust, patients, and our people and to ensure the delivery of high quality patient care and a positive working environment for our staff.

In line with the Trade Union (Facility Time Publication Requirements) Regulations, which came into force on the 1st April 2017, trade union representatives are required to record their paid time off to carry out trade union duties and the Trust is required to publish this information on an annual basis.

The information that the regulations require the Trust to publish is the data included in the four tables shown in this report. This data relates to facility time recorded between the period of the 1st April 2018 to the 31st March 2019.

Table 1

The number of employees who were relevant union officials during the relevant period, and the number of full time equivalent employees	
Number of employees who were relevant union officials during the relevant period	21
The number of full time equivalent employees (as at 31st March 2019)	6180

Table 2

The percentage of time spent on facility time for each relevant union official*	
0	11
Between 1%-50%	10
Between 51%-100%	1

Table 3

The percentage of pay bill spent on facility time	
Total cost of facility time (000's)	83
Total pay bill (£000's)	£372,019
Per the total pay bill spent on facility time (total costs of facility time/ total pay bill x 100)	0.02%

Table 4

As a percentage of total paid facility time, how many hours were spent by employees who were relevant union officials during the relevant period on paid union activities	
Time spent on paid 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	0.86%

**Where no information on facility time has been provided by a trade union representative this has been included in those recorded as 0% of time spent on facility time in the reporting year.*