

## Trade Union Recognition and Facility Time 2015/16

The Council supports the system of collective bargaining and the principle of solving employee relations problems by discussion and agreement.

The Council recognises one trade union for collective bargaining purposes. They are Unison. All parties recognise that it is vital to good employee relations for the workforce to be properly represented. Furthermore all parties believe that a truly representative and effective union will enhance workforce employee relations.

The Trade Union and Labour Relations (Consolidation) Act 1992 sections 168 and 170 make provision for employees to be given the right to take reasonable time off under various circumstances. Trade Union representatives engaged on recognised duties will be given reasonable paid time off during normal working hours to carry out functions related to their representational responsibilities. The table below contains the estimated amount of reasonable time permitted for TU activity/duties over a normal business year.

Activity/Duty	Estimated Hours per week	No of Reps (Total No of Reps: 1 None devote 50% or more of their time)	Total Estimated time per business year.*
Case Management & Advice to Membership	Average 1 hours per week	1	47 hours
Training	Average 0.2 hours per week	1	9.4 hours
Health and Safety	Average of 0.88 hours per week	1	41.36 hours
Corporate meetings, TU meetings and prep time	Average 0.3 hours per week	1	14.24 hours
Estimated Total Hours			112 hours

Estimated Average Total Hours per TU Rep Per Week	2.38 hours per week
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(\* business year assumes TU reps each have 25 days annual leave. Calculation based on 47 weeks per year)

The Council does not have any full time trade union representatives in its employment.

Basic estimate of spending on unions (calculated as the number of full time equivalent days spent on union duties multiplied by the average salary):

Average hourly rate for the union representatives is £16.86 x 112 hours = £1,888.32 for the year

Basic estimate of spending on unions as a percentage of the total pay bill (calculated as the number of full time equivalent days spent on union duties multiplied by the average salary divided by the total pay bill)

The total salaries for 2015/16 were £6,954,197.46. Therefore the percentage of time used for Unison is 0.027%