

Union facility time

The Trust supports and values the work of its Trade Union (TU) and professional organisation representatives, promoting a climate of active co-operation between representatives, leadership teams and staff at all levels to achieve real service improvement, best patient care and our desire to be an employer of choice.

As an organisation we recognise that outstanding practice requires an engaged, diverse and valued workforce, and we continue to seek to enhance and maintain these excellent employee relations through early involvement, engagement and intelligence sharing with our TU partners. This has been particularly true during 2020 with our COVID-19 pandemic response work which involved the Chair of the Staff Side Committee being part of the Gold Command response. This was a great enabler for Trust-wide communication with all stakeholders during a very difficult period, including some staff side colleagues contracting COVID-19 or being redeployed into other work during this time, whilst supporting bereaved staff and others who experienced problems during this time.

In line with the Trade Union (Facility Time Publication Requirements) Regulations 2017 we have published details of facilities time carried out by our trade union representatives during the 2020/21 year on our website www.derbyshirehealthcareft.nhs.uk. This covers duties carried out for trade unions or as union learning representatives in relation to our Trust and staff.

Number of employees who were relevant union officials during 2020/21	Full-time equivalent employee number
12	12

Percentage of time spent (of their working hours) by relevant union officials on facility time during 2020/21	Number of employees
0%	2
1-50%	8
51%-99%	-
100%	2

Percentage of pay bill spent on facility time during 2020/21	Figures
Total cost of facility time	£70,269
Total pay bill	£121,382,000
Percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) x 100	0.06%

Paid Trade Union activities

Time spent on paid Trade Union activities as a percentage of total paid facility time hours during 2020/21 calculated as:	
<i>(total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) x 100</i>	1%