

### 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.

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 2023/24 year on our website [www.derbyshirehealthcareft.nhs.uk](http://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 2023/24	No reps on Full time release
10	2

There are fewer colleagues undertaking union duties than in 2022/23 when the figure was 12.

Percentage of time spent (of their working hours) by relevant union officials on facility time during 2023/24	Number of employees
0%	-
1-50%	8
51%-99%	-
100%	2

Percentage of pay bill spent on facility time during 2023/24	Figures
Total cost of facility time	£75,849.66
Total pay bill	£159,047,000
Percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) x 100	0.05%

This has reduced from 2023/24 when the figure was 0.07%

### Paid Trade Union activities

Time spent on paid Trade Union activities as a percentage of total paid facility time hours during 2023/24 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%