

Dear

FREEDOM OF INFORMATION – TRADE UNION TIME

I write in response to your request for information in relation to Trade Union Time.

I am advised that we only collate centrally, information on those staff side representatives who are out of their substantive role on a full-time basis to undertake facility time. This response relates only to those staff side representatives who are out on full time facility time and not those who work as a staff side representative on an ad hoc basis and will be released locally by their service on an ad hoc basis to undertake member representation. In addition to those staff side representatives on full time facility time, we also have other staff side representatives who carry out the role of Partnership Lead across each of our Directorates and they are also on full time facility time so have included the detail for this group of staff also in this response.

Question:

- Trade Union Time (Facility Time): The total number of hours allocated for trade union duties and activities, broken down by recognised trade unions within the organisation.

Answer:

UNISON	1,268 hours
RCN	203 hours
UNITE	108 hours
OTHER	14 hours

Question:

- Staff Headcount: The total number of employees who were relevant union officials during this period, including a distinction between full-time and part-time staff.

Answer:

Total Headcount is 53

Question:

- Pay Banding: A breakdown of the pay bandings (or salary scales) of the staff members who have been granted facility time.

Answer:

Band 2	6
Band 3	8
Band 4	7
Band 5	10
Band 6	10
Band 7	11
Band 8a	1

Question:

- Financial Cost: The total cost incurred by the organisation for trade union facility time, alongside the percentage of the total pay bill spent on it.

Answer:

Total cost of the above is £2,690.762 which is 0.15% of the total pay bill of £1.75bn

Question:

- Time Allocation Percentage: The number of representatives who spent 0%, 1–50%, 51–99%, or 100% of their working hours on facility time.

Answer:

All of the above spend 100% of their time on facility time.

I hope the information provided helps with your request.

If you are unhappy with our response to your request, you do have the right to request us to review it. Your request should be made within 40 working days of receipt of this letter, and we will reply within 20 working days of receipt. If our decision is unchanged following a review and you remain dissatisfied with this, you then have the right to make a formal complaint to the Scottish Information Commissioner within 6 months of receipt of our review response. You can do this by using the Scottish Information Commissioner's Office online appeals service at www.itspublicknowledge.info/Appeal. If you remain dissatisfied with the Commissioner's response you then have the option to appeal to the Court of Session on a point of law.



If you require a review of our decision to be carried out, please write to the FOI Reviewer at the email address at the head of this letter. The review will be undertaken by a Reviewer who was not involved in the original decision-making process.

FOI responses (subject to redaction of personal information) may appear on NHS Lothian's Freedom of Information website at: <https://org.nhslothian.scot/FOI/Pages/default.aspx>

Yours sincerely

ALISON MACDONALD
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Cc: Chief Executive