

Appendix F

Time off for Trade Union Duties (£198k)

Background

Funding is currently provided to cover the costs of borough wide union representatives who provide union support to teachers or non teaching staff union members as appropriate when they are subject to employment procedures or negotiations to change their jobs/ terms and conditions.

Under statutory employment law employers have to provide reasonable paid time off for trade union duties which include collective bargaining functions, consultation functions and representation functions.

The present funding arrangements support

- 2.0 FTE equivalent Unison union officers at a cost of £65,449 representing non teaching staff who are members of Unison.
- 1.2 FTE equivalent NUT union officers at a cost of £73,839 representing teaching staff who are members of the NUT.

Union time off is currently based on borough wide union representatives who can cover issues across all schools. Time off allocations were determined using the following principles

- a) Union membership numbers
- b) The volume and complexities of borough wide industrial relations issues taking place in the organisation.
- c) The volume and complexities of local schools/ directorate industrial relations issues taking place in the organisation.

Options for de-delegation

The time off and funding arrangements should be considered on a union by union basis but a consistent approach should be adopted, unless there is an objective justification to do otherwise.

The options are -

- a) De-delegate funding to provide for centrally funded union representation.

OR

- b) Retain the budget allocation within the school and utilise this to fund local union representation by way of union training and reasonable time off for each union to allow representation for respective union members within each school.