

2020/21 TUS Facility Time Report

The Trade Union (Facility Time Publication Requirements) Regulations 2017 require public sector employers to publish information relating to facility time by 31 July each year.

As a public sector employer with more than one trade union representative and more than 50 employees, SPS is required to publish a report outlining the "facility time", (agreed time off) for employees to carry out trade union roles.

SPS is proud to have effective partnership working arrangements in place with our constituent Trade Unions:

- Prison Officer's Association (Scotland) POA(S)
- Public & Commercial Services Union (PCS)
- Prospect
- Prison Governors Association (Scotland) (PGA(S)).

Together, we are committed to developing and supporting an environment of trust, respect and inclusion at all levels, in the shared belief that partnership will benefit the Scottish public, the organisation and individual staff members.

Schedule 2 of the Trade Union (Facility Time Publication Requirements) Regulations 2017 sets out what information should be published, which to the year end 31 March 2021, is as follows:

Number of Relevant Trade Unions Representatives	Full Time Equivalent
108	104.57
Of Whom:	Percentage of Time Spent on Facility Time
55	0%
29	1-50%
4	51-99%
20	100%
Total Facility Time Hours	Percentage of FT on paid TU Activities
54,654	11.9%
Percentage of pay bill spent on FT	0.70%
Total Cost of FT	£1,362,194
Total Bill	£195,4m