

**Scottish Water Trades Union Facility Time Report
April 2017 to March 2018**

The information below shows the use of facility time by recognised Scottish Water trades union representatives between 1 April 2017 and 31 March 2018, as required by the Trades Union Act 2016.

Number of employees who were relevant union officials during the relevant period	39
Full time equivalent number of union officials	38.22

Percentage of time spent on facility time	
How many employees who were trade union representatives employed during the relevant period spent a) 0%, b) 1%-50%, c) 51%-99% or d) 100% of their working hours on facility time?	
Percentage of time	Number of representatives
0%	17
1%-50%	22
51%-99%	0
100%	0

Percentage of pay bill spent on facility time	
Percentage of the total pay bill spent on paying employees who were relevant trade union officials for facility time during the period between 1 April 2017 and 31 July 2018:	
Total cost of facility time	£29,231
Total pay bill	£167,417,556
Percentage of the total pay bill spent on facility time	0.02%

Paid TU activities	
As a percentage of total paid facility time hours, how many hours were spent by employees who were relevant trade union officials during the period between 1 April 2017 and 31 July 2018 on paid trade union activities:	
Time spent on paid TU activities as a percentage of total paid facility time	90%*

**Note: in the first year of recording this data we established that TU activities would include all work that required a representative to attend, including any negotiations over pay or terms and conditions, formal consultations, or representing members in any disputes, grievances or disciplinary matters. The above figures suggest that the remaining 10% of total facilities time was spent on general organisation of trades unions branch matters and involvement in national union initiatives or events. However, it is likely that not all representatives have fully recorded all of their facilities time which reduces confidence in the data, something we will work to improve for the coming year.*

Scottish Water acknowledges and supports the Scottish Government's statement on the potential for facility time to bring value to the working environment for employers and employees alike. A copy of that statement can be found on the Scottish Government website at <https://beta.gov.scot/publications/facility-time-by-scottish-government-trade-union-representatives-transparency-data/>