

Trust Headquarters  
Russells Hall Hospital  
Dudley  
West Midlands  
DY1 2HQ

Date: 23/08/2013

**FREEDOM OF INFORMATION ACT 2000 - Ref: FOI/011541**

With reference to your FOI request that was received on 29/07/2013 in connection with 'Trade Unions'.

Your request for information has now been considered and the information requested is enclosed.

Further information about your rights is also available from the Information Commissioner at:

**Information Commissioner**

Wycliffe House  
Water Lane  
Wilmslow  
Cheshire SK9 5AF  
Tel: 0303 123 1113  
Fax: 01625 524510  
[www.ico.gov.uk](http://www.ico.gov.uk)

Yours sincerely

Information Governance Manager  
Room 34a, First Floor, Esk House, Russells Hall Hospital, Dudley, DY1 2HQ  
Email: [FOI@dgh.nhs.uk](mailto:FOI@dgh.nhs.uk)

I am writing to obtain information about the total amount of money paid to trade unions by your organisation, the amount of staff time spent on trade union duties and/or activities and the payment of subscriptions.

To outline my query as clearly as possible, I am requesting:

1. A list of trade unions which received payments from your organisation and the total amounts paid to each union for financial years a) 2011-12 and b) 2012-13.

If it is not possible to list the amount paid to each union, please provide a total amount paid to all unions. Please do not include membership dues or salary costs. Please only include direct payments.

The Trust does not pay anything other than the normal staff deductions. Therefore a previous FOI ref: 000541 response was incorrect as it quoted staff deductions under this question.

2. Please state:

a) Which trade unions your organisation provide staff time to work on trade union duties and / or activities (sometimes called 'Trade Union facility time') in i) 2011-12 and ii) 2012-13.

Accredited representatives from the bodies below are afforded time to represent staff and attend meetings although there is no current RCM representative for the 2012 – 2013 year

UNISON

Royal College of Nurses

Royal College of Midwives

Unite

British Orthoptists Society

Society of Radiographers

British Dietetic Association

Chartered Society of Physiotherapists

Society of Chiropodists and Podiatrists

(This list is not exhaustive but these are the bodies currently with members within the trust)

b) The number of full-time equivalent (FTE) staff that were provided for each trade union in i) 2011-12 and ii) 2012-13. For example, if a member of staff spends 2 days per week on union business, this is equal to 0.4 FTE

The Trust provides 0.5 wte for the staff side secretary role. This is an elected position and can be held by any one of the staff groups previously mentioned. Also 0.5 wte to UNISON representatives due to the high density of members within the trust. This is unchanged since 2011

3.a) Does your organisation provide the facility to deduct trade union subscriptions from staff salaries in the payroll process

Yes

b) If so, for each union please state what your organisation charged for this service (whether as a fixed amount per employee or a percentage), and the total amount collected in:

i) 2011-12

ii) 2012-13

The Trust does not charge for making deductions from pay.

Please note that the guidelines issued by ACAS state that: "An employee who is a member of an independent trade union recognised by the employer in respect of that description of employee is to be permitted reasonable time off during working hours to take part in any trade union activity."

**An employee who is a member of an independent and recognised trade union is also permitted to take reasonable time off during working hours for the purposes of accessing the services of a Union Learning Representative (provided those services are services for which the Union Learning Representative is entitled to time off).**

**If the information is not recorded, there is no way of ascertaining whether the time off provided is reasonable. I therefore do not expect the response that the organisation does not hold this information. If a formal record is not kept then I will accept a reasonable estimate.**

**If the response to any of the questions is 'nil' or you are unable to answer any of them, please continue to respond to the other questions**