

2023/24 Trade Union 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 2024, is as follows:

Number of Relevant Trade Unions Representatives	Full Time Equivalent
115	110.72
Of Whom:	Percentage of Time Spent on Facility Time
56	0%
26	1-50%
10	51-99%
23	100%
Total Facility Time Hour	Percentage of FT on paid TU Activities
56,265	27.89%
Percentage of pay bill spent on FT	0.70%
Total Cost of FT	£1,663,046.93
Total Pay Bill	£238,475,882