

Our Ref: MP/FOI/RfI/0429-20

21 May 2020

Mr John Gallacher  
via [whatdotheyknow.com](http://whatdotheyknow.com)

Dear Mr Gallacher

## Request for Information

I am writing again in response to your email dated 2 May 2020 which was received by Fife College on 4 May 2020 requesting information under the Freedom of Information (Scotland) Act 2002 in relation to facility time. I am now pleased to respond. Taking each of your questions in turn:

- (1) How many hours of facility time per week are allocated to the various trade unions within your college for local business and how is this determined? Is it allocated by trade union or by steward? Please provide a breakdown by trade union.

Facility time is allocated as per the relevant Recognition and Procedure Agreements, which state:

- EIS Representatives: a total of 24 hours per week.
- UNISON Representatives: reasonable time off (for each representative) will be granted to undertake day to day union duties.

- (2) How many stewards do you have for each recognised union?

- 6 EIS Representatives
- 5 UNISON Representatives
- 1 Unite Representative (external)

- (3) Over and above the core allocation to the stewards involved in the local bargaining machinery, do you provide additional facility time to health and safety, learning or equalities reps? If so, please detail arrangements for each trade union and indicate whether or not this allocation is already covered in your response to question one or whether this is additional.

We provide additional facility time to H&S and Learning Reps. The allocation is included in the response to question (1) above.

- (4) Is more time given to stewards who are involved in the local bargaining machinery to those who are not? Please specify the amount per week for each trade union.

## EIS

- Workplace Reps involved in local bargaining machinery – 2 Reps @ 6 hours each
- Workplace Reps not fully involved in local bargaining – 3 Reps @ 3 hours each
- H & S Reps – 1 Rep @ 3 hours

## **UNISON**

As detailed in the response to Question (1) there is no set hours allocated.

- (5) Are any of your local stewards involved in the national bargaining machinery? If so, how much time is allocated to them per week to facilitate this and how many stewards are involved? Please detail for each trade union and indicate whether or not this time is already included in your response to question one or whether this is an additional allocation.

The time allocated would be within the response to Question (1).

- (6) Are any of your local stewards on facility time to run a trade union branch? If so, how many for each trade union and how many hours per week are allocated? Again, is this additional to the response provided for question one?

- EIS – none
- UNISON – none

- (7) When stewards are on union business, are there back-filling arrangements in place to cover their work? Please detail the arrangements for each of the recognised unions.

- EIS – the allocated time for each rep is deducted from class contact hours within their timetable.
- UNISON – as there is no set allocated time, there is no backfill for these reps. Line managers continue to support and monitor this.

- (8) Does your college support the notion of a central facility time fund whereby each college within the sector pays an equal share of the costs associated with national bargaining?

This is a question which is best put to the Employers' Association through the Employment Services Team of College's Scotland. Fife College is not unsupportive of this as a concept.

- (9) If you answered yes to question 8, please indicate whether or not this position has been put formally to the Employers Association in any relevant discussions/votes.

It would be for the Employers' Association to approve an approach such as this. Fife College is not unsupportive.

I trust that the information provided meets your requirements. However please do not hesitate to contact the Freedom of Information team should you have any further queries. You can do so by writing to Freedom of Information at Fife College, Pittsburgh Road, Dunfermline KY11 8DY or by e-mailing [foi@fife.ac.uk](mailto:foi@fife.ac.uk).

If you are unhappy with this response, you have the right to request a review. Such a review application should be made within 40 days of this decision being communicated to you and should be made to Hugh Hall, Principal and Chief Executive, Fife College, Pittsburgh Road, Dunfermline KY11 8DY.

If you are unhappy with the outcome of that review, you may thereafter appeal to the Scottish Information Commissioner within six months of the outcome of the review. The Commissioner will decide whether or not there is a case to take forward. You can appeal online at [www.itspublicknowledge.info/Appeal](http://www.itspublicknowledge.info/Appeal) or by writing to the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews KY16 9DS; Email [enquiries@itspublicknowledge.info](mailto:enquiries@itspublicknowledge.info).

Yours sincerely

A handwritten signature in black ink, appearing to read 'M Philp', written in a cursive style.

Marianne Philp  
Freedom of Information Officer