



Research Note 97 | 25 November 2011

Taxpayer funding of trade unions 2011

Since the TaxPayers' Alliance first revealed the level of taxpayer funding of trade unions last year it has become a major political issue. Our data has featured in parliamentary debates and makes a significant contribution to on-going departmental reviews on the subject. Earlier this year Cabinet Office Minister Francis Maude MP and local government Minister Bob Neill MP acknowledged public and parliamentary concern about paid time off for trade union activities and duties. They are both looking at reforming this practice, known as public sector facility time.

This paper updates our findings for the financial years 2010-11 and 2009-10, exposing the huge amounts of taxpayers' money given to trade unions through direct funding or paid staff time from public sector bodies. On 30 November 2011, public sector trade unions will conduct one of the largest and most widespread strikes ever seen in the UK. But our findings reveal they do so with significant funding from taxpayers at their disposal.

This note also reveals that many public sector organisations routinely fail to record the amount of staff-time spent on trade union duties or activities. Almost all public bodies provide what is described as "reasonable" time off by the Advisory Conciliation Arbitration Service (ACAS) code of practice.¹ But bodies that do not record this time make it impossible to determine whether it is reasonable, or whether it is abused.

The key findings of this research are:

- Trade Unions received **£113 million** of funding from taxpayers in 2010-11. That is an estimated **£80 million in paid staff-time** plus **£33 million in direct payments**. That is £7 million more in direct payments than 2009-10, although the Skills Funding Agency was unable to provide figures for its legacy organisation in 2009-10.
- At least **2,840 full time equivalent public sector staff** worked on trade union activities or duties at taxpayers' expense in 2010-11. This means that there are now more taxpayer-funded trade unionists in the UK than British Transport Police officers, of which there are 2,835.²

¹ 'ACAS code of practice part 3', January 2010

² 'British Transport Police about us' http://www.btp.police.uk/about_us.aspx

- At organisations which provided data for both the years covered in this note, there was **an increase of 32 full time equivalent public sector staff** from 2009-10.
- Our figure of **2,840 is almost certainly an underestimate**. Bodies that do not record facility time acknowledge that staff do utilise it. For example, Wrightington, Wigan and Leigh NHS Foundation Trust have 42 union stewards who meet regularly, but the time they spend on this is not recorded.
- Only 7 organisations of the 1,300 public sector bodies we surveyed for this report did not respond. **257** organisations kept **no record of the time taken off** by staff to carry out union duties.
- Parliamentary questions have revealed that in the public sector 0.14 per cent of the annual pay bill is spent on facility time, compared to 0.04 per cent in the private sector. If the number of public sector staff working for trade unions were reduced by the same ratio **2,028 full-time equivalent staff could return to frontline services, equivalent to saving £57.2 million of taxpayers' money**.
- The organisation with the highest number of staff working on trade union activities was the **Department for Work and Pensions**, with 308 full time equivalent staff (see Table 4, page 32) **HMRC** had the second highest number, with 181 full time equivalent staff (see Table 3, page 21)
- **Birmingham City Council** was the local authority with the highest number, with nearly 62 full time equivalent staff working on trade union activities and duties (see Table 5, page 35). The second and third placed local authorities were **Coventry**, with 29, (see Table 5, page 39) and **Nottingham**, with 26 (see Table 5, page 51)
- The top **quangos** were Defence Equipment and Support with 36 (see Table 3, page 18), Transport for London with 31 (see Table 3, page 29) and Remploy with 29 (see Table 3, page 26)
- The organisation in **Scotland** with the most employees on union duties was the Scottish Prison Service, who had 34 full time equivalent staff (see Table 3, page 27)
- In **Wales**, Betsi Cadwaladr University Local Health Board came top with nearly 11 (see Table 7, page 73)
- In **Northern Ireland**, Belfast Health and Social Care Trust had the most with 16 full time equivalents (see Table 7, page 70)
- The top **police force** was the Metropolitan Police Force who had 16 full time equivalent staff undertaking union duties (see Table 11, page 96)

To arrange broadcast interviews, please contact:

Emma Boon

Campaign Director, TaxPayers' Alliance

emma.boon@taxpayersalliance.com

07736 065 546

To discuss the research, please contact:

Christopher Daniel

Policy Analyst, TaxPayers' Alliance

chris.daniel@taxpayersalliance.com

07538 706 434

Background

Trade union representatives are entitled to take paid time off to carry out union duties. This has been enshrined in UK law since the Employment Protection Act of 1975.

The Advisory, Conciliation and Arbitration Service (ACAS) describe what trade union duties may include:³

- Negotiating terms and conditions of employment.
- Helping with disciplinary or grievance procedures on behalf of trade union members (including accompanying workers at disciplinary or grievance hearings.)
- Accompanying trade union members to meetings to discuss flexible working requests and requests not to retire.
- Negotiating issues about trade union membership.
- Discussing issues that affect trade union members (e.g. redundancies or the sale of the business).

Reasonable unpaid time off for trade union activities is also a statutory right. Trade union activities may include:⁴

³ op. cit 'ACAS code of practice part 3', page 7

⁴ ibid, page 18

- Going to workplace meetings to talk about and vote on negotiations with employer, such as a pay increase or changes to terms and conditions.
- Going to a meeting with a full-time trade union official away from the workplace to discuss workplace issues.
- Voting in a trade union election, for example to elect a shop steward.
- Consulting a trade union learning representative.

In 1992, all time off provisions were collated in sections 168-170 of the Trade Union and Labour Relations (Consolidation) Act.⁵

Section 43 of the Employment Act 2002 added a new right for Union Learning Representatives to take paid time off during working hours to undertake their duties and training. The right to time off to carry out trade union duties and training were extended to union representatives engaged in duties related to redundancies under Section 188 of the amended 1992 Act and to duties relating to the Transfer of Undertakings (Protection of Employment) Regulations 2006.⁶

Trade Union Learning Representatives may take reasonable time off to:

- Analyse the learning or training needs of trade union members.
- Provide information and advice about learning or training matters.
- Arrange or promote learning or training.
- Discuss employees' as a learning representative with employers.
- Train as a learning representative.

Because of these statutory arrangements, trade unions do not have to pay for representation costs. The large number of representatives at the unions' disposal means that the savings for them are significant.

Under current UK legislation there is no formal limit on the amount of time off that can be taken for trade union activities and duties, so long as it is deemed "reasonable" by both the employer and representative. Section 168, part 3 of the Trade Union and Labour Relations (Consolidation) Act 1992 establishes this principle:⁷

The amount of time off which an employee is to be permitted to take under this section and the purposes for which, the occasions on which and any

⁵ 'Trade union and labour relations (consolidation) act 1992', part III, section 168

⁶ op. cit 'ACAS code of practice part 3', page 4

⁷ op. cit 'Trade union and labour relations (consolidation) act 1992'

conditions subject to which time off may be so taken are those that are reasonable in all the circumstances having regard to any relevant provisions of a Code of Practice issued by ACAS.

There is no formal obligation on public sector organisations to record all time taken off to perform trade union duties. But in order to deem time off necessary, most do record it. However, many do not routinely record the time taken by representatives. Without recording this time off, public bodies will be unable to hold those who abuse the system accountable.

Failure to record this time off is not down to a lack of resources. One of the more alarming responses to our Freedom of Information request we received was from Kingston Hospitals NHS Trust:

"Although there is facility in our Electronic Staff Record System (ESR) to record union facilities time this is not currently utilised in the Trust [...]"

At the very least, this information should be recorded in the same manner sickness and maternity leave are.

The current debate

Many trade unions have been vocal opponents against spending cuts and pension reform across the public sector. A large scale strike has been agreed by a number of unions on 30 November 2011 with potentially more to follow if a deal cannot be agreed.

However, as our paper reveals, trade unions campaign with significant financial help from taxpayers:

- Trade unions have access to an activist base equivalent to more than 2,840 full time workers, paid for by taxpayers. The cost of this facility time represents the unwitting transfer of £80 million of taxpayers' money to union budgets.
- In addition to this, a further £33 million in direct payments help trade unions free up other funds to engage in political campaigns and activities.

It is unfair for taxpayers to be shouldering this burden:

- Trade unions should pay for representation within public sector organisations themselves, using their subscription income. Union members pay their dues through their own volition and unions can use those funds how they wish. Taxpayers should not be expected to fund an army of trade union representatives.

- Other independent organisations shoulder the cost of expanding and representing their memberships themselves. Trade unions are supported by voluntary memberships and their subscriptions should fund any political activity which the union wishes to take part in rather than the taxpayer.

There are currently no limits on the amount of facility time employers should allow other than what is deemed “reasonable”. In the private sector, facility time accounts for 0.04 per cent of the annual pay bill; in the public sector it is currently 0.14 per cent of the annual pay bill.⁸ That implies private sector staff receive around 29 per cent as much facility time as those in the public sector.

It is reasonable to assume that the ratio for the amount of time allocated in the public and private sectors is similar to that ratio for the share of the annual pay bill facility time makes up. That will be the case if trade union representatives in the public and private sectors aren’t systematically better paid relative to the overall workforces in those sectors. If that is the case, then 2,028 employees could return to frontline services out of the 2,840 found in this research if the public sector matched private sector levels of facility time. That is equivalent to saving £57.2 million of taxpayers’ money. This suggests that the current ‘gentleman’s agreement’ is not the most cost effective option for taxpayers.

There is now significant pressure to fundamentally reform these arrangements:

- Cabinet Office Minister Francis Maude MP announced plans at Conservative Party Conference 2011 to review the facility time allocated to employees in the civil service in Whitehall departments.⁹
- Aidan Burley MP introduced an adjournment debate in the House of Commons on the 26 October 2011. He put forward a case for ending what he called the “Spanish practice” of union activists who are paid for by taxpayers but work exclusively on union duties.
- Responding to a Parliamentary Question, Local Government Minister Bob Neill MP confirmed that Facility Time is more widespread in the public sector:

"Estimates have suggested that so-called "facility time" is more prevalent in the civil service than the rest of the public sector and the private sector, with civil service departments spending, on average, 0.2% of annual pay bill on facility time, compared to 0.14% in the wider public sector and 0.04% in the

⁸ R Neill MP, Hansard: written answers to questions, column 126W, Local Government: Trade Unions, 25 Oct 2011

⁹ J Chambers, 'Maude surprises unions with plans to end facility time' on 'Civil Service Live Network', 5 Oct 2011

*private sector. It is clear that the public sector gives more than the level considered reasonable by other employers.*¹⁰

He also confirmed the Department for Communities and Local Government would "actively encourage local authorities to reduce the amount of facility time to the norm of private sector levels."¹¹ In addition to the Cabinet Office review into facility time in the civil service, he announces his department would "provide assistance and guidance to local councils to help inform their own reviews."¹²

Individual cases of public sector staff who have abused this privilege have featured heavily on the *Guido Fawkes* website:

- The most high profile case cited was that of Jane Pilgrim. She was a nurse employed in St. George's Hospital in Tooting, London, but did not carry out any nursing duties. Instead she was spending 100 per cent of her time on trade union business.¹³
- A geography teacher at a school in Brent, London, also worked as a full time union official.¹⁴

These individual examples are shown not to be isolated cases by the full survey of the public sector undertaken in this report. Combined with evidence that facility time is much higher in the public sector than it is in the private sector, this demonstrates that the current system is in urgent need of reform to give taxpayers better value for money.

Sources and Methodology

- This research was compiled using Freedom of Information (FoI) requests.
- We submitted requests to 1,300 public authorities. That includes every public body with more than 50 employees, including:
 - 14 Ambulance Trusts
 - 55 Fire Authorities
 - 26 Government Departments, including the Scottish Government
 - 434 Local Authorities, including the Greater London Authority
 - 54 NHS Mental Health Trusts
 - 145 NHS Primary Care Trust

¹⁰ op. cit R Neill MP, written answer to question

¹¹ ibid

¹² ibid

¹³ 'Guido Fawkes', 'UNISON's taxpayer-funded Lansley smearer', 13 April 2011:

<http://order-order.com/2011/04/13/unisons-taxpayer-funded-lansley-smearer/>

¹⁴ 'Guido Fawkes', 'Hank the teaching pilgrim', 24 May 2011:

<http://order-order.com/2011/05/24/hank-the-teaching-pilgrim/>

- 197 NHS Trusts
 - 45 Police Authorities
 - 52 Police Forces
 - 278 Quangos with more than 50 staff as per our quango paper.¹⁵
- Facility time spent working for the Police Federation is included in the survey, but has not been included in the overall total. The Police Federation is technically not a trade union but some authorities and forces did include the time spent on Federation business. To maintain a consistent methodology their figures have not been included in the overall totals, however individual data for each organisation remains in the main tables.
 - It is important to note that this information is not directly comparable to the findings in last year's paper for a number of reasons. Firstly the list of bodies included is different. Included in this years' but not last years are: The House of Commons, the House of Lords, IPSA, TfL, Police Authorities and Police Forces. Secondly, some bodies analysed last year no longer exist. The bodies removed from this years' list are: Tote, UK Film Council and Sustainable Development Commission. Finally, the response rate for our 2011 list was higher, and it therefore includes data covering more bodies.
 - The main data tables contain numbered notes, which can be referenced to the final table, Table 13, for further information.
 - When we refer to our 2010 publication notes, this paper can be found on our website.¹⁶
 - On the whole responses were of good quality. Where an organisation provided a response in a format not compatible with the rest of the data, it is clearly stated in the notes in Table 13.
 - To calculate the number of staff working for trade unions in a year, we asked for full time equivalent (FTE) figure, which is standard accounting practice. Where organisations only provided raw data for hours or days, we converted this into a FTE using the base figures outlined in the table below. Where figures were given in FTE terms they were always used.

Time Unit	FTE Calculation
Hours Per Week ¹⁷	35
Weeks Per Annum ¹⁸	48
Hours Per Annum	1,680
Days Per Annum	240

¹⁵ B Farrugia and J O'Connell, 'ACA to YJB: A guide to the UK's Semi-Autonomous Public Bodies', TaxPayers' Alliance, 2009

¹⁶ J Dunne and J O'Connell, 'Taxpayer funding of trade unions', TaxPayers' Alliance, 2010

¹⁷ ONS, 'Annual Survey of Hours and Earnings 2010'

¹⁸ Number of weeks per annum is based on annual holidays being 4 weeks per year

- In order to convert the union representatives' time into remuneration for 2010-11 we used the median gross annual public sector salary in 2009-10, which is £22,902.¹⁹
- Employer Pension Contributions of 14 per cent²⁰ and Employer National Insurance Contributions of 9.1 per cent (12.8 per cent Employers' secondary Class 1 rate above secondary threshold minus 3.7 per cent Employers' contracted-out rebate, salary-related schemes)²¹ were added to the salary to give a total of **£28,192.36**. We believe this is a conservative estimate, as there will be other costs not included here such as office space attached to employing each worker.
- The total paid staff time estimate is likely to be a conservative one. Some authorities did provide an actual remuneration or cost for facility time taken, and in nearly every case it was higher than our figure of £28,192.36. For example, our total for Barking and Dagenham council was £183,250 in remuneration; the local authority disclosed remuneration of £235,008. For methodological clarity, we used our – generally lower – estimate in all cases.
- In the key findings we state that if the public sector reduced its number of staff engaged on facility time to those in the private sector some 2,000 employees could be returned to frontline service. This was estimated by multiplying the number of full-time equivalent staff working for unions found in our survey by the share of the public sector pay bill accounted for by facility time divided by the share of the private sector pay bill accounted for by facility time.
- We have used a number of acronyms in the following tables below. Below is a glossary for reference:
 - ABDO - Association of British Dispensing Opticians
 - ACB – Association for Clinical Biochemistry
 - ACTSS – Alliance of Charters Towers State Schools
 - AEEU – Amalgamated Engineering and Electrical Union
 - AEP – Association of Educational Psychologists
 - AHDS – Association of Head teachers and Deputies Scotland
 - APAP – Association of Professional Ambulance Personnel
 - ASCL – Association of School and College Leaders
 - ASPECT – Association of Professionals in Education and Children's Trusts
 - ASTMS – Association of Scientific, Technical and Managerial Staffs
 - ATL – Association of Teachers and Lecturers
 - BDA – British Dental Association
 - BDA – British Dietetic Association

¹⁹ op. cit 'Annual Survey of Hours and Earnings 2010'

²⁰ Public Sector Pensions Commission, 'Reforming Public Sector Pensions – Solutions to a growing challenge', July 2010

²¹ HM Revenue and Customs, 'National Insurance Contributions 2010-11'



- BMA – British Medical Association
- BAOT – British Association of Occupational Therapists
- BECTU – Broadcasting, Entertainment, Cinematograph and Theatre Union
- BIOS – British and Irish Orthoptic Society
- BOS – British Orthodontic Society
- CDNA – Community District Nursing Association
- CPHVA – Community Practitioners' and Health Visitors' Association
- CSP – Chartered Society of Physiotherapy
- CYWU – Community and Youth Workers in Unite
- EETPU – Electrical, Electronic, Telecommunications and Plumbing Union
- EIS – Education Institute of Scotland
- FBU – Fire Brigades Union
- FCS – Federation of Clinical Scientists
- FDA – First Division Association
- FOA – Fire Officers Association
- GHP – Guild of Healthcare Pharmacists
- GMB – General, Municipal, Boilermakers Association
- GMBATU – General, Municipal, Boilermakers and Allied Trade Union
- GMC – General Medical Council
- GMWU – General Municipal Workers Union
- HCSA – Healthcare Supply Association
- HPA – Hospital Physicists Association
- IBMS – Institute of Biomedical Science
- MSF – Manufacturing Science and Finance
- MiP – Manager's in partnership
- MPO – Managers and Professional Officers
- NAHT – National Association of Head Teachers
- NASUWT – National Association of Schoolmasters Union of Women Teachers
- NIPSA – Northern Ireland Public Services Alliance
- NUT – National Union of Teachers
- NUJ – National Union of Journalists
- PAT/VOICE – Teacher's Union
- PCS – Public Commercial Services Union
- POA – Prison Officer Association
- RCN – Royal College of Nursing
- RCM – Royal College of Midwives
- RCP – Royal College of Physicians
- RFU – Retained Firefighters Union
- RMT – National Union of Rail, Maritime and Transport Workers
- ROA – Retired Officer Association
- SLS – School Leaders Scotland
- SOCP – Society of Chiropodists & Podiatrists

- SOR – Society of Radiographers
- SSTA – Scottish Secondary Teachers' Association
- TGWU – Transport and General Workers Union
- TSSA – Transport Salaried Staffs' Association
- UCAC - Undeb Cenedlaethol Athrawon Cymru (NUT Wales)
- UCATT – Union of Construction, Allied Trades and Technicians
- UCU – University and College union

Guide to Tables:

- Table 1: Top 20 bodies with the most staff working on behalf of unions in 2010-11
- Table 2: Direct union funding
- Table 3: Facility time in Quangos
- Table 4: Facility time in Government Departments and the Scottish Government (core)
- Table 5: Facility time in UK Local Authorities
- Table 6: Facility time in NHS PCT's
- Table 7: Facility time in NHS Acute and Foundation Trusts
- Table 8: Facility time in NHS Mental Health Trusts
- Table 9: Facility time in NHS Ambulance Trusts
- Table 10: Facility time in Police Authorities
- Table 11: Facility time in Police Forces
- Table 12: Facility time in Fire Authorities
- Table 13: Notes

Table 1: Top 20 bodies with the most staff working on behalf of unions in 2010-11

Rank	Organisation	Total FTE Employees (nearest whole number)
1	Work and Pensions	308
2	HMRC	181
3	Ministry of Defence	88
4	Birmingham City Council	62
5	Defence Equipment and Support	36
6	Scottish Prison Service	34
7	Transport for London	31
8	Remploy	30
9	Coventry City Council	29
10	Nottingham City Council	26
11	Defence Support Group	23
12	Sheffield	22
13	Crown Prosecution Service	22
14	HM Land Registry	20
15	Child Support Agency	19
16	Suffolk PCT	19
17	Fife	18
18	Lancashire	17
19	Belfast Health and Social Care Trust	17
20	Metropolitan Police	16

Table 2: Direct trade union funding

Organisation	Direct Funding 2009-10 (£)	Direct Funding 2010-11 (£)	Union	Notes
Advantage West Midlands	17,370	-	Engineering Employers Federation	
	117,143	31,576	Union Learn	
	669,327	-	Unity trade union	
BBC (Group)	2,500	10,400	BECTU	Funding was mainly for training, legal fees and event venues
	650	1,100	NUJ	
	2,200	550	TUC	
Construction Skills (Construction Industry Training Board)	60,000	60,000	UCATT	
	60,000	30,000	Unite	
East Midlands Development Agency	161,000	35,000	TUC	
North West Development Agency	647,796	319,429	TUC	
Office of Communication (Ofcom)	-	3,651	Prospect	Money paid was for advice on severance terms
Probation Board for Northern Ireland	1,279	-	NAPO	
Scottish Prison Service	288	-	Prospect	Fees to Prospect for 'Professional fees'
Skills Funding Agency	-	2,247,534	TUC	This does not necessarily indicate a big year-on-year increase. Skills Funding Agency was established in 2010-11 so could only provide an answer for 2010-11. Learning and Skills Council – the legacy organisation – may have disbursed funding in 2009-10.
	-	6,116,643	Unity	
South East England Development Agency	53,352	-	SERTUC	
South West of England Development Agency	306,328	80,525	TUC	
	40,187	67,040	South West TUC	
	121,999	230,450	South West TUC	
Calderdale council	39,000	39,000	UNISON	
	80,000	80,000	NUT; NASUWT; ATL; ASCL; NAHT; Voice	
Charnwood council	22,968	14,661	UNISON	
	-	1,091	GMB	

Organisation	Direct Funding 2009-10 (£)	Direct Funding 2010-11 (£)	Union	Notes
Chichester council	3,000	3,000	UNISON	
Gwynedd council	15,531	18,813	UNISON	
Hertfordshire council	25	205	NUT	
Leeds council	100	-	NUT	
	1,000	-	UNISON	
	17,300	6,500	GMB	
	200	200	ATL	
Merthyr Tydfil council	10,500	10,500	UNISON	The figures refer to an agreement whereby rather than funding full time members of staff we allocate a sum of money which is used to fund administrative support for the unions.
	10,500	10,500	GMB	
Stoke-on-Trent council	87,500	70,000	Unity	For lease of land
	1,060	-	AEP	
	915	1,020	ASCL	
	300	350	ATL	
	35	34	NUT	
	496	100	Voice	
	-	250	Prospect	
Tameside council	345	-	ASCL	
Wealden council	446	293	UNISON	Sports and social events
Business, Innovation and Skills	21,400,000	21,400,000	TUC	Money is for the Union Learning Fund
Education	4,483	-	NUT	
	125,000	100,000	NASUWT	
	588	-	ATL	
	9,443	-	NAHT	
International Development	81,403	4,067	T&GWU	
	52,473	60,887	Prospect	
	44,430	132,868	NUT	
	129,445	154,550	UNISON	
	170,358	190,921	Unite	
	50,419	165,203	UNISON	
	1,200,000	1,200,000	TUC	
Treasury	170	-	NFU	
Great Yarmouth and Waveney PCT	1,329	-	Unison	
	8,540	-	RCP and Child Health	
	225	-	Unite	

Organisation	Direct Funding 2009-10 (£)	Direct Funding 2010-11 (£)	Union	Notes
	-	35	RCP	
	-	195	BDA	
	-	300	RCN	
NHS Greater Glasgow and Clyde	2,103	27	RCN	
	525	420	COR	
Cambridge University Hospitals NHS Foundation Trust	450	350	RCM	
Staffordshire Police Force	13,016	5,683	UNISON	
York council	-	350	GMB	
Totals:	25,847,039	32,906,271		Please see note for Skills Funding Agency

Table 3: Facility time in quangos

Organisation	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Advantage West Midlands	Prospect	0.17	4,875	0.25	7,166	1
Advisory Conciliation and Arbitration Service (ACAS)	Unable to provide	3.84	108,165	2.22	62,634	
Agriculture and Horticulture Development Board	Prospect	0.04	1,057	0.04	1,175	
Animal Health	PCS	5.55	156,468	-	-	
	Prospect	3.55	100,083	-	-	
Animal Health and Veterinary Laboratories Agency	PCS	0.00	0	5.15	145,191	2
	Prospect	0.00	0	3.85	108,541	
Arts and Humanities Research Council	PCS	0.05	1,410	0.05	1,410	
Arts Council	-	Not Recorded	-	Not Recorded	-	
Arts Council of Wales	Unite	0.05	1,447	0.05	1,447	3
Audit Commission	Prospect	2.00	56,385	2.00	56,385	
Audit Scotland	PCS	0.48	13,532	0.44	12,405	
BBC (Group)	BECTU	3.00	84,577	5.30	149,420	
	NUJ	2.00	56,385	2.20	62,023	
Big Lottery Fund	Prospect	1.95	54,975	2.00	56,385	
	Unite	2.23	62,869	2.20	62,023	
Biotech and Bioscience Research Council	PCS, Prospect	3.90	109,950	3.90	109,950	
British Council	PCS, FDA	1.50	42,289	1.50	42,289	
British Library	FDA	0.57	16,070	0.55	15,506	
	PCS	2.16	60,895	1.73	48,773	
	Prospect	1.83	51,592	1.91	53,847	
British Museum	Joint Trade union Side Secretary	0.75	21,144	1.00	28,192	4
	PCS	1.30	36,650	0.20	5,638	
British Waterways	Unite and UNISON	1.48	41,725	1.38	38,764	5

Organisation	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Cairngorms National Park Authority	-	Not Recorded	-	Not Recorded	-	
Care Quality Commission	PCS	0.05	1,275	0.05	1,275	6
	RCN	0.35	9,948	0.35	9,948	
	UNISON	0.35	9,767	0.35	9,767	
	Unite	0.01	268	0.01	268	
Central Office of Information	PCS	0.23	6,461	0.23	6,461	
Centre for Environment, Fisheries and Aquaculture Science (CEFAS)	Prospect, PCS	0.55	15,506	0.67	18,889	
Channel 4 Corporation	-	Not Recorded	-	Not Recorded	-	
Charity Commission for England and Wales	PCS	0.83	23,400	0.89	25,091	
	FDA	0.03	846	0.03	846	
Child Support Agency	PCS	18.00	507,462	19.00	535,655	
Children and Family Court Advisory Support Service	UNISON	3.00	84,577	3.00	84,577	
	NAPO	3.00	84,577	3.00	84,577	
Children's Workforce Development Council	PCS	0.30	8,458	0.32	9,134	
Civil Aviation Authority	Prospect	0.23	6,484	0.15	4,229	
	PCS	0.26	7,330	0.17	4,793	
Coal Authority	-	0.00	0	0.00	0	
Commission for Rural Communities	PCS	0.15	4,229	0.00	0	7
Companies House	PCS	1.90	53,565	1.83	51,592	
Competition Commission	-	0.00	0	0.00	0	
Construction Skills (Construction Industry Training Board)	-	Not Recorded	-	Not Recorded	-	8
Consumer Council for Water	PCS	0.03	705	0.03	705	
Countryside Council for Wales	PCS, Prospect	1.43	40,174	1.43	40,174	

Organisation	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Creative Scotland	Unite, PCS	0.04	1,057	0.04	1,057	9
Criminal Cases Review Commission	PCS	0.02	671	0.02	671	
Criminal Injuries Compensation Authority	PCS	0.08	2,199	0.13	3,665	
Criminal Records Bureau	-	-	-	-	-	10
Crown Prosecution Service	FDA	7.62	214,826	6.97	196,501	
	PCS	15.12	426,268	15.22	429,088	
David MacBrayne Limited	TSSA, TGWU, RMT, Nautilus	5.00	140,962	5.00	140,962	11
Defence Analytical Services Agency (DASA)	-	-	-	-	-	12
Defence Equipment and Support (DE&S)	Unite	3.95	111,360	6.35	179,021	13
	GMB	1.35	38,060	1.35	38,060	
	FDA	0.15	4,229	0.10	2,819	
	PCS	17.05	480,680	16.05	452,487	
	Prospect	9.10	256,550	12.45	350,995	
Defence Medical, Education and Training Agency	-	-	-	-	-	14
Defence Science and Technology Laboratory	FDA, Prospect, PCS, GMB, Unite	3.20	90,216	2.70	76,119	
Defence Storage and Distribution Agency	Unite	12.60	355,224	-	-	15
	GMB	2.60	73,300	-	-	
	PCS	4.25	119,818	-	-	
	Prospect	1.85	52,156	-	-	
Defence Support Group	Unite	11.00	310,116	13.00	366,501	
	GMB	1.00	28,192	1.00	28,192	
	PCS	4.00	112,769	4.00	112,769	
	Prospect	4.00	112,769	5.00	140,962	
Defence Vetting Agency	-	-	-	-	-	16

Organisation	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Department of Finance and Personnel	NIPSA	4.59	129,332	4.40	123,929	17
Disability and Carers Service	-	-	-	-	-	18
Driver and Vehicle Licensing Agency (DVLA)	PCS	13.00	366,501	13.00	366,501	
Driving Standards Agency (DSA)	PCS	6.80	191,708	6.60	186,070	
East Midlands Development Agency	PCS	0.20	5,638	0.20	5,638	
	GMB	0.10	2,819	0.10	2,819	
East Midlands Strategic Health Authority	-	Not Recorded	-	Not Recorded	-	
East of England RDA	PCS	0.05	1,410	0.05	1,468	
East of England Strategic Health Authority	UNISON	0.06	1,611	0.06	1,611	
Economic and Social Research Council	PCS	0.10	2,819	0.10	2,819	
Engineering and Physical Science Research Council	-	0.00	0	0.00	0	
Engineering Construction Industry Training Board	Unite	0.20	5,638	0.10	2,819	19
English Heritage	PCS, Prospect, FDA	2.20	62,023	2.20	62,023	20
Environment Agency	UNISON, Prospect, GMB, Unite	1.00	28,192	1.00	28,192	21
	-	-	-	1.00	28,192	22
Equality and Human Rights Commission	PCS	0.60	16,915	1.27	35,710	23
Equality Commission for Northern Ireland	NIPSA	0.50	14,096	0.50	14,096	24
FCO Services	-	-	-	-	-	25
Finance Wales	-	0.00	0	0.00	0	
Financial Services Authority (FSA)	-	0.00	0	0.00	0	26
Fire Service College	Prospect, GMB	0.20	5,638	0.20	5,638	27

Organisation	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Food and Environment Research Agency	Prospect	2.50	70,481	2.40	67,662	
Food Standards Agency	PCS	1.70	47,927	1.70	47,927	
	Prospect	0.60	16,915	0.60	16,915	
	UNISON	4.60	129,685	4.80	135,323	
Forensic Science Service	PCS, Prospect	Not Recorded	-	Not Recorded	-	
Forestry Commission	PCS, Unite, Prospect, FDA, GMB	3.85	108,541	3.85	108,541	
Gambling Commission	PCS	0.16	4,370	0.62	17,479	28
Gangmasters Licensing Authority	PCS	0.30	8,575	0.10	2,937	
Geffrye Museum	-	0.00	0	0.00	0	
General Medical Council	-	0.00	0	0.00	0	29
General Social Care Council	Unite	0.20	5,638	0.20	5,638	
General Teaching Council for England	-	Not Recorded	-	Not Recorded	-	
General Teaching Council for Scotland	-	0.00	0	0.00	0	
Government Actuary's Department	Prospect	0.05	1,410	0.05	1,410	
Government Car and Despatch Agency	PCS	0.05	1,410	0.05	1,410	
	Prospect	0.04	1,128	0.04	1,128	
	Unite	0.60	16,915	0.60	16,915	
Health and Safety Executive	Prospect, FDA, PCS	6.50	183,250	6.90	194,527	
Health Protection Agency	Unite, RCN, Prospect, BMA, PCS, FCS, UCU, UNISON	Not Recorded	-	Not Recorded	-	
Higher Education Funding Council for England	PCS	0.20	5,638	0.10	2,819	
Higher Education Funding Council for Wales	PCS	0.01	206	0.01	175	

Organisation	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Highland and Islands Enterprise	All unions.	0.01	387	0.01	387	30
Highlands and Islands Airports Ltd	-	Not Recorded	-	Not Recorded	-	
Highways Agency	PCS	3.42	96,418	3.64	102,620	
	Prospect	4.03	113,615	4.00	112,769	
Historic Royal Palaces	-	Not Recorded	-	Not Recorded	-	31
Historic Scotland	PCS	0.53	14,902	0.53	14,902	32
HM Inspectorate of Constabulary Scotland	-	0.00	0	0.00	0	
HM Inspectorate of Prisons	-	-	-	-	-	33
HM Inspectorate of Probation	-	-	-	-	-	34
HM Land Registry	FDA	Not Recorded	-	0.60	16,915	
	PCS	Not Recorded	-	19.50	549,751	
HM Prison Service	-	-	-	-	-	35
HM Tribunals and Courts Service	-	-	-	-	-	36
HMRC	ARC	9.28	261,625	9.25	260,779	
	PCS	215.17	6,066,150	171.70	4,840,628	
Homes and Communities Agency	-	0.00	0	0.00	0	
Horniman Public Museum and Public Park Trust	GMB	0.02	520	0.01	151	
House of Commons	PCS, GMB, Prospect, FDA	Not Recorded	-	Not Recorded	-	37
House of Lords	PCS, GMB, Prospect, FDA	0.06	1,762	0.06	1,762	38
Human Fertilisation and Embryology Authority	-	0.00	0	0.00	0	
Identity and Passport Service	-	-	-	-	-	39
Imperial War Museum	Prospect, PCS, FDA	Not Recorded	-	Not Recorded	-	
Independent Living Fund (2006)	PCS	0.70	19,735	0.45	12,687	

Organisation	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Independent Police Complaints Commission	PCS	0.84	23,682	1.35	38,060	40
Independent Safeguarding Authority	PCS	Not Recorded	-	0.20	5,751	41
Information Commissioner's Office	PCS, FDA	Not Recorded	-	Not Recorded	-	
Insolvency Service	PCS	0.10	2,768	1.20	33,831	
	Prospect	0.40	11,215	1.50	42,289	
IPSA	-	0.00	0	0.00	0	
Joint Nature Conservation Committee	PCS	0.17	4,925	0.22	6,159	
	Prospect	0.32	8,907	0.37	10,346	
Judicial Appointments Commission	PCS	0.06	1,586	0.05	1,468	42
Land and Property Services	-	-	-	-	-	43
Law Commission	PCS	0.00	0	0.00	0	
Legal Services Commission	-	Not Recorded	-	Not Recorded	-	
Loch Lomond and the Trossachs National Park Authority	-	Not Recorded	-	Not Recorded	-	
London Development Agency	UNISON	1.00	28,192	1.00	28,192	
	PCS	1.00	28,192	1.00	28,192	
London Strategic Health Authority	UNISON	0.23	6,444	0.23	6,444	44
Marine Fisheries Agency	PCS	8.39	236,534	-	-	45
	Prospect	0.40	11,277	-	-	
Marine Management Organisation	PCS	0.95	26,783	-	-	46
	Prospect	0.75	21,144	-	-	
	PCS, Prospect	-	-	1.50	42,289	
Maritime and Coastguard Agency	PCS	0.89	25,091	1.08	30,448	
	Prospect	0.47	13,250	0.34	9,585	
Medical Research Council	BMA, FDA, PCS, UCU, Unite	3.00	84,577	3.00	84,577	47

Organisation	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Medicines and Healthcare Products Regulatory Agency (MHRA)	PCS, FDA, Prospect	0.50	14,096	0.50	14,096	
MET Office	Prospect	1.60	45,108	2.10	59,204	
MOD Police and Guarding Agency	-	-	-	-	-	48
Monitor (Independent Regulator of Foundation Trusts)	-	0.00	0	0.00	0	
Museum of London Group	-	Not Recorded	-	Not Recorded	-	49
Museums, Libraries and Archives Council	Prospect	Not Recorded	-	Not Recorded	-	
National Archives	PCS	0.60	16,915	0.60	16,915	
National Army Museum	-	0.00	0	0.00	0	
National Blood Service	Unite	2.00	56,385	2.00	56,385	50
	UNISON	2.00	56,385	2.00	56,385	
National College for School Leadership	-	0.00	0	0.00	0	
National Galleries Scotland	PCS	0.04	1,175	0.04	1,175	
	Prospect	0.16	4,472	0.16	4,472	
	FDA	0.03	755	0.03	755	
National Gallery	PCS	0.11	3,155	0.07	1,879	51
	Prospect, FDA	Not Recorded	-	Not Recorded	-	
National Heritage Memorial Fund & Heritage Lottery Fund	-	0.00	0	0.00	0	
National Institute for Health and Clinical Excellence	UNISON, MiP	Not Recorded	-	Not Recorded	-	
National Library of Scotland	Prospect	0.04	1,057	0.05	1,292	52
National Library of Wales	FDA, Prospect, PCS	Not Recorded	-	Not Recorded	-	
National Maritime Museum	Prospect	0.16	4,430	0.16	4,430	

Organisation	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
	Unspecified	0.03	805	0.03	805	
	PCS	0.00	34	0.00	34	
National Museum of Science and Industry	Prospect, PCS, FDA	1.00	28,192	1.00	28,192	53
National Museum of Wales	-	Not Recorded	-	Not Recorded	-	
National Museums Liverpool	PCS	0.22	6,073	0.23	6,558	
	Prospect	0.15	4,355	0.15	4,355	
National Museums Scotland	PCS	0.60	16,915	0.31	8,740	
	Prospect	0.20	5,638	0.10	2,819	
	FDA	0.01	282	0.01	282	
National Patient Safety Agency	-	0.00	0	0.00	0	
National Policing Improvement Agency	PCS	0.22	6,202	0.15	4,229	
	Prospect	0.04	1,128	0.03	846	
National Portrait Gallery	-	Not Recorded	-	Not Recorded	-	
National Savings and Investments	PCS	0.01	352	0.01	352	
National School of Government	PCS	1.05	29,602	1.05	29,602	
	FDA	0.45	12,687	0.45	12,687	
National Treatment Agency for Substance Abuse	-	0.00	0	0.00	0	
Natural England	Prospect, FDA, PCS	8.63	243,159	8.63	243,159	54
Natural Environment Research Council	PCS	1.80	50,746	1.80	50,746	
Natural Environment Research Council	Prospect	1.90	53,565	1.90	53,565	
Natural History Museum	Prospect, PCS	0.13	3,625	0.13	3,625	
NESTA - National Endowment for Science, Technology and the Arts	-	0.00	0	0.00	0	
NHS Business Services Authority	PCS	Not Recorded	-	0.74	20,862	55
	UNISON	Not Recorded	-	1.92	54,129	56

Organisation	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
NHS Direct	Cannot provide	4.31	121,509	4.94	139,270	
NHS Education Scotland	-	Not Recorded	-	Not Recorded	-	
NHS Institute for Innovation and Improvement	-	0.00	0	0.00	0	
NHS Litigation Authority	UNISON	0.50	14,096	0.50	14,096	
NHS North West SHA	-	Not Recorded	-	Not Recorded	-	
NHS Professionals	UNISON	0.06	1,692	0.15	4,229	
North East Strategic Health Authority	-	Not Recorded	-	Not Recorded	-	
North West Development Agency	PCS	0.03	822	0.03	822	
Northern Ireland Courts Service	NIPSA	1.50	42,289	1.10	31,012	
Northern Ireland Policing Board	-	0.00	0	0.00	0	
Northern Ireland Statistics and Research Agency	-	-	-	-	-	57
Nuclear Decommissioning Authority	Prospect	0.06	1,579	0.13	3,552	
Office for Civil Society	-	-	-	-	-	58
Office for National Statistics	Prospect, FDA	Not Recorded	-	3.65	102,785	59
Office of Communication (Ofcom)	Prospect, BECTU	0.03	705	0.08	2,114	60
Office of Fair Trading	PCS, FDA	0.17	4,793	0.17	4,793	61
Office of Gas and Electricity Markets (Ofgem)	PCS	0.01	201	0.01	201	
Office of Rail Regulation	Prospect	0.40	11,159	0.40	11,159	62
	PCS	0.40	11,159	0.40	11,159	
	Staff Representative	0.30	8,458	0.30	8,458	
Office of the Immigration Services Commissioner	PCS	0.33	9,163	0.33	9,339	

Organisation	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Office of the Police Ombudsman for Northern Ireland	UNISON, NIPSA	0.30	8,458	0.30	8,458	63
Office of the Public Guardian	-	-	-	-	-	64
Ofsted	FCA	1.38	38,764	1.51	42,523	
	PCS	1.49	41,936	1.01	28,545	
	UNISON	2.93	82,463	1.41	39,704	
Ofwat	PCS	0.20	5,638	0.20	5,638	
OGC Buying Solutions	PCS	0.21	5,873	0.21	5,873	
	Prospect	0.21	5,873	0.21	5,873	
Olympic Delivery Authority	-	0.00	0	0.00	0	
One North East	PCS	0.60	16,915	0.40	11,277	
Ordnance Survey	Prospect, PCS	2.20	62,023	2.20	62,023	65
Parole Board	PCS	0.03	808	0.02	503	
Partnerships for Schools	-	0.00	0	0.00	0	
Pension Protection Fund	-	0.00	0	0.00	0	
Pension Service	-	-	-	-	-	66
People, Pay and Pensions Agency	-	-	-	-	-	67
Planning Inspectorate	PCS	2.21	62,317	2.21	62,317	
	Prospect	0.79	22,353	0.79	22,353	
Postcomm	-	0.00	0	0.00	0	
Probation Board for Northern Ireland	NAPO	2.00	56,385	2.00	56,385	
	NIPSA	2.00	56,385	2.00	56,385	
Qualifications and Curriculum Development Authority (QCA)	PCS	0.30	8,458	0.80	22,554	68
Queen Elizabeth 2 Conference Centre	-	0.00	0	0.00	0	
Registers of Scotland	PCS	3.50	98,673	3.50	98,673	
Remploy	GMB, Unite, Community	29.60	834,494	29.60	834,494	

Organisation	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Residential Property Tribunal Service	-	0.00	0	0.00	0	69
Royal Air Force Museum	PCS, FDA	0.20	5,638	0.20	5,638	
Royal Armouries	Prospect	Not Recorded	-	Not Recorded	-	
Royal Botanic Garden, Edinburgh	Prospect	0.09	2,450	0.09	2,450	
	Unite	0.09	2,416	0.09	2,416	
	PCS	0.00	0	0.00	0	
Royal Botanical Gardens	PCS, Prospect, GMB	Not Recorded	-	Not Recorded	-	
Royal Mail	-	Not Recorded	-	Not Recorded	-	
Royal Mint	Unite, Prospect, PCS	Not Recorded	-	Not Recorded	-	
Royal Parks	Refused to Provide	1.00	28,192	0.63	17,620	
Rural Payments Agency	Prospect	0.76	21,426	0.76	21,426	
	PCS	8.31	234,279	11.53	325,058	
School Food Trust	PCS	0.00	0	0.13	3,759	
Science and Technology Facilities Council	Prospect, PCS, Unite, UCATT	1.40	39,469	1.30	36,650	
Scottish Natural Heritage	Prospect, PCS	1.70	47,927	2.30	64,842	
Scottish Agricultural College	Prospect	0.85	23,964	0.75	21,027	
Scottish Children's Reporter Administration	UNISON	0.87	24,527	0.72	20,298	
Scottish Courts Service	PCS	2.29	64,607	2.29	64,607	70
Scottish Enterprise	-	Not Recorded	-	Not Recorded	-	
Scottish Environment Protection Agency	UNISON	2.09	58,922	1.78	50,182	
Scottish Funding Council	Unite	0.20	5,638	0.20	5,638	71
Scottish Prison Service	POA(Scotland)	31.07	875,937	31.07	875,937	
	PCS	1.20	33,831	1.20	33,831	
	RCN	0.70	19,735	0.70	19,735	

Organisation	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
	Prospect	0.10	2,819	0.10	2,819	
	SPS TU Side Secretary	1.00	28,192	1.00	28,192	
Scottish Qualifications Authority	UNISON, Unite (T&G and Amicus)	0.22	6,209	0.20	5,622	
Scottish Social Services Council	UNISON	0.06	1,635	0.18	4,990	
Scottish Water	GMB	0.13	3,524	0.08	2,232	
	UNISON	0.35	9,838	0.48	13,626	
	Unite - Amicus	0.03	705	0.22	6,108	
	Unite - T&G	0.15	4,111	0.14	3,818	
Sea Fish Industry Authority	-	Not Recorded	-	Not Recorded	-	
Security Industry Authority	-	Refused	-	Refused	-	
Serious Fraud Office	Prospect, FDA, PCS	Not Recorded	-	0.63	17,620	72
Service Personnel and Veterans Agency	PCS	6.11	172,255	5.30	149,420	
	Prospect	1.06	29,884	0.60	16,915	
Skills Funding Agency	PCS	-	-	3.34	94,045	73
	-	-	-	-	-	
Care Inspectorate	UNISON	1.00	28,192	1.00	28,192	74
South Central Strategic Health Authority	UNISON	0.11	3,172	0.11	3,172	75
South East Coast Strategic Health Authority	-	0.00	0	0.00	0	
South East England Development Agency	PCS	0.15	4,229	0.15	4,229	76
South West of England Development Agency	PCS	0.55	15,506	0.45	12,687	77
South West Strategic Health Authority	-	Not Recorded	-	Not Recorded	-	
Sport England (Group)	PCS	0.10	2,819	0.10	2,819	78
Standards for England	PCS	0.04	1,108	0.03	805	79
State Hospitals Board	Scottish Prisoners Association	1.30	36,650	1.50	42,289	80

Organisation	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
	UNISON	0.40	11,277	0.10	2,819	
	GMB	0.00	0	0.00	0	
	RCN	0.20	5,638	0.10	2,819	
Student Loans Company	PCS	2.57	72,454	3.32	93,599	
Tate Gallery	Prospect	0.01	201	0.01	201	
	PCS	0.40	11,277	0.40	11,277	
	FDA	0.00	0	0.00	0	
Technology Strategy Board	-	0.00	0	0.00	0	
Tenant Services Authority	UNISON	0.73	20,580	0.00	0	
Tenant Services Authority	Unite	0.00	0	0.58	16,352	
TfL	TSSA	7.75	218,491	7.75	218,491	81
	RMT	14.57	410,763	14.57	410,763	
	Aslef	8.68	244,710	8.68	244,710	
The NHS Information Centre	-	Not Recorded	-	Not Recorded	-	
The Pensions Regulator	PCS	0.10	2,819	0.05	1,410	82
Training and Development Agency for Schools	PCS	0.38	10,713	0.38	10,713	83
UK Atomic Energy Authority	Prospect	1.00	28,192	1.00	28,192	
UK Border Agency	-	-	-	-	-	84
UK Debt Management Office and Debt Management Account	-	0.00	0	0.00	0	
UK Hydrographic Office	PCS, Prospect	1.17	32,985	1.16	32,703	
UK Intellectual Property Office	Prospect, PCS	Not Recorded	-	Not Recorded	-	
UK Sport	PCS	Not Recorded	-	Not Recorded	-	85
UK Trade and Investment	-	-	-	-	-	
Valuation Office Agency	Prospect, PCS	7.15	201,575	7.15	201,575	

Organisation	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Valuation Tribunal Service	UNISON	0.11	3,101	0.21	5,920	
Vehicle and Operator Services Agency (VOSA)	PCS	3.81	107,413	3.37	95,008	
	Prospect	3.36	94,726	2.96	83,449	
	Unite	0.82	23,118	0.55	15,506	
Vehicle Certification Agency (VCA)	PCS	0.02	564	0.01	282	
	Prospect	0.01	282	0.01	282	
Veterinary Laboratory Agency	Prospect	1.40	39,469	-	-	86
Veterinary Medicines Directorate	-	0.00	0	0.00	0	
Victoria and Albert Museum	PCS, FDA, Prospect	Not Recorded	-	Not Recorded	-	
Visit Britain	PCS	0.05	1,363	0.05	1,468	
Visit Scotland	PCS, UNISON	0.00	117	0.00	117	
Wallace Collection	-	Not Recorded	-	Not Recorded	-	
Welsh Channel 4	BECTU	0.02	554	0.01	268	
Welsh Language Board	PCS	0.15	4,229	0.20	5,638	
West Midlands Strategic Health Authority	UNISON	0.07	2,056	0.05	1,468	87
Wilton Park	-	-	-	-	-	88
Working Ventures UK	-	-	-	-	-	89
Yorkshire and the Humber Strategic Health Authority	MiP	0.02	587	0.04	1,175	
Yorkshire Forward	-	0.06	1,586	0.04	1,066	
Youth Justice Board	-	Not Recorded	-	Not Recorded	-	

Table 4: Facility time in Government departments

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Attorney General	-	-	-	-	-	226
Office of the Advocate General for Scotland	-	Not Recorded	-	Not Recorded	-	
Business, Innovation and Skills	Departmental Trade Union Side	Not Recorded	-	2.50	70,481	
	PCS	Not Recorded	-	4.60	129,685	
	FDA	Not Recorded	-	0.70	19,735	
	Prospect	Not Recorded	-	1.00	28,192	
Cabinet Office	PCS, FDA, Prospect	1.77	49,900	1.77	49,900	
Communities and Local Government	FDA, Prospect, PCS	3.70	104,312	3.10	87,396	227
Culture, Media and Sport	Chair of Departmental Trade Union Side	1.00	28,192	1.00	28,192	
Ministry of Defence	Unite	33.90	955,721	20.05	565,257	228
	GMB	1.65	46,517	4.80	135,323	
	FDA	3.75	105,721	1.50	42,289	
	PCS	82.53	2,326,715	45.01	1,268,938	
	Prospect	18.50	521,559	16.10	453,897	
	ROA	2.00	56,385	0.05	1,410	
DECC	PCS, Prospect, FDA	1.16	32,703	1.20	33,831	229
DEFRA	PCS	9.40	265,008	8.45	238,225	
	Prospect	1.10	31,012	0.80	22,554	
	Side Secretary	0.00	0	4.00	112,769	
Education	NUT, NASUWT, ATL, NAHT	4.00	112,769	3.00	84,577	230
Foreign and Commonwealth Office	Trade Union Secretariat	5.00	140,962	5.00	140,962	231
	PCS	2.00	56,385	2.00	56,385	
	FDA	1.00	28,192	1.00	28,192	
	Prospect	0.50	14,096	0.50	14,096	

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Government Equalities Office	-	-	-	-	-	232
Health	PCS, FDA, Prospect	3.40	95,854	3.40	95,854	
Home Office	FDA, ISU, Prospect, PCS	12.00	338,308	12.00	338,308	233
International Development	FDA, PCS	1.00	28,192	1.00	28,192	234
Ministry of Justice	-	Not Recorded	-	Not Recorded	-	235
Leader of the House of Commons	-	-	-	-	-	236
Northern Ireland Office	-	0.05	1,351	0.00	0	
Privy Council Office	-	-	-	-	-	237
Scotland Office	-	0.00	0	0.00	0	
Department for Transport	PCS	3.33	93,881	3.18	89,652	
Department for Transport	Prospect	0.73	20,580	0.73	20,580	
Treasury	FDA, PCS	0.60	16,915	0.60	16,915	
Treasury Solicitors Office	PCS	1.30	36,650	1.30	36,650	238
	FDA	0.15	4,229	0.15	4,229	239
Wales Office		0.01	176	0.00	0	240
Work and Pensions	PCS	191.00	5,384,741	305.00	8,598,670	241
	FDA	1.00	28,192	1.00	28,192	
	Prospect	1.00	28,192	2.00	56,385	
The Scottish Government	PCS, Prospect, FDA	9.10	256,550	8.70	245,274	

Table 5: Facility time in UK local authorities

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Aberdeen City	Refused	8.50	239,635	7.70	217,081	90
Aberdeenshire	Refused	5.00	140,962	5.00	140,962	91
Adur & Worthing	UNISON	0.11	3,101	0.11	3,101	92
Allerdale	UNISON	0.03	805	0.03	805	93
Amber Valley	UNISON	0.05	1,410	0.03	805	
Angus	UNISON	0.19	5,286	0.30	8,458	
	Unite	0.06	1,762	0.09	2,408	
	GMB	0.02	529	0.03	705	
	EIS	0.07	2,056	0.09	2,526	
	SSTA	0.03	940	0.04	1,175	
	NASUWT	0.02	470	0.03	705	
Antrim	NIPSA	0.07	2,014	0.07	2,014	
	GMB	0.07	2,014	0.07	2,014	
	Unite	0.04	1,007	0.04	1,007	
Ards	Unite	0.09	2,537	0.05	1,410	
	GMB	0.04	1,128	0.07	1,973	
Argyll and Bute	-	Not Recorded	-	Not Recorded	-	
Armagh	GMB, NIPSA	0.11	3,222	0.11	3,222	
Arun	UNISON	0.17	4,833	0.17	4,833	94
Ashfield	GMB, UNISON	1.08	30,448	1.08	30,448	95
Ashford	UNISON	0.50	14,096	0.50	14,096	96
Aylesbury Vale	-	0.00	0	0.00	0	
Babergh	UNISON	Not Recorded	-	Not Recorded	-	
Ballymena	-	Not Recorded	-	Not Recorded	-	
Ballymoney	GMB	0.03	881	0.03	881	97
	NIPSA	0.03	881	0.03	881	
	T&G	0.03	881	0.03	881	
Banbridge	NIPSA, Unite	0.01	403	0.12	3,423	98

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Barking and Dagenham	UNISON	1.00	28,192	1.00	28,192	99
	GMB	1.00	28,192	1.00	28,192	
	APEX	2.00	56,385	2.00	56,385	
	T&GWU	1.00	28,192	1.00	28,192	
	NUT	1.00	28,192	1.00	28,192	
	ATL	0.50	14,096	0.50	14,096	
Barnet	UNISON, GMB, NUT, NASUWT	6.30	177,612	6.30	177,612	
Barnsley	UNISON	4.00	112,769	4.00	112,769	
	GMB	1.00	28,192	1.00	28,192	
	NUT	1.00	28,192	1.00	28,192	
Barrow-in-Furness	-	Not Recorded	-	Not Recorded	-	
Basildon	UNISON	1.00	28,192	1.00	28,192	
Basingstoke and Deane	UNISON	Not Recorded	-	Not Recorded	-	
Bassetlaw	UNISON	0.60	16,915	0.60	16,915	
Bath and North East Somerset	Joint Secretary	1.00	28,192	1.00	28,192	
	GMB	0.20	5,638	0.20	5,638	
	NUT	0.40	11,277	0.40	11,277	
	ATL	0.40	11,277	0.40	11,277	
	NASUWT	0.40	11,277	0.40	11,277	
Bedford Borough	UNISON	0.00	0	1.00	28,192	100
	Teaching Unions	1.70	47,927	1.70	47,927	101
Belfast	Unite	0.61	17,197	0.75	21,144	
	GMB	0.25	7,048	0.42	11,841	
	NIPSA	0.43	12,123	0.80	22,554	
	SIPTU	0.01	169	0.04	1,128	
Bexley	NAHT	0.10	2,819	0.10	2,819	102
	ASCL	0.10	2,819	0.10	2,819	
	NUT	1.00	28,192	1.00	28,192	
	ATL	0.40	11,277	0.40	11,277	
	NASUWT	1.00	28,192	1.00	28,192	
	VOICE	0.10	2,819	0.00	0	
	UNISON	0.90	25,373	0.90	25,373	
	GMB	0.91	25,655	0.71	20,017	

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Birmingham	NUT	Not Recorded	-	3.90	109,950	
	NASUWT	Not Recorded	-	3.90	109,950	
	ATL	Not Recorded	-	2.30	64,842	
	ASCL	Not Recorded	-	0.60	16,915	
	NAHT	Not Recorded	-	1.10	31,012	
	Voice	Not Recorded	-	0.40	11,277	
	UNISON	Not Recorded	-	28.10	792,205	
	GMB	Not Recorded	-	14.60	411,608	
	Unite	Not Recorded	-	5.10	143,781	
	UCATT	Not Recorded	-	1.90	53,565	
Blaby	UNISON, GMB	0.03	705	0.03	705	
Blackburn with Darwen	UNISON	3.00	84,577	2.00	56,385	103
	Unite	1.00	28,192	1.00	28,192	
Blackpool	UNISON	3.00	84,577	3.00	84,577	
	Unite	0.10	2,819	0.10	2,819	
	Aspect	0.03	705	0.03	705	
	AEP	0.03	705	0.03	705	
Blaenau Gwent	-	Not Recorded	-	Not Recorded	-	
Bolsover	Unite, UNISON	Not Recorded	-	Not Recorded	-	
Bolton	UNISON	2.89	81,389	2.89	81,389	
	GMB	0.95	26,682	0.95	26,682	
	NUT, ATL, NASUWT	3.00	84,577	3.00	84,577	
Boston	GMB, UNISON	Not Recorded	#VALUE!	0.10	2,819	
Bournemouth	UNISON	1.00	28,192	1.00	28,192	
	GMB	1.00	28,192	1.00	28,192	
Bracknell Forest	UNISON	0.14	3,947	0.20	5,638	
Bradford	UNISON, Unite, GMB, GAB	8.40	236,816	8.40	236,816	
	UNISON, NAT, NUT, NANUET, AT	7.00	197,347	7.00	197,347	
Braintree	-	Not Recorded	-	Not Recorded	-	
Breckland	UNISON	0.00	0	0.00	0	
Brent	Amicus, UNISON, GMB, T&GWU	Not Recorded	-	Not Recorded	-	104
Brentwood	UNISON	0.80	22,554	0.80	22,554	105

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Bridgend	UNISON	2.20	62,023	2.20	62,023	
	GMB	0.54	15,224	0.54	15,224	
Brighton and Hove	UNISON	5.40	152,239	5.20	146,600	106
	GMB	2.30	64,842	2.35	66,252	
	NUT	0.20	5,638	0.20	5,638	
	NASUWT	0.15	4,229	0.15	4,229	
	ATL	0.30	8,458	0.30	8,458	
Bristol, City of	UNISON	2.33	65,688	2.27	63,884	107
	T&GWU	1.92	54,129	1.92	54,129	
	GMB	0.65	18,325	0.60	16,915	
	Amicus	0.10	2,819	0.10	2,819	
	NUT	0.10	2,819	0.10	2,819	
	NASUWT	0.10	2,819	0.10	2,819	
	ATL	0.10	2,819	0.10	2,819	
	NAHT	0.10	2,819	0.10	2,819	
Broadland	-	0.00	0	0.00	0	
Bromley	UNISON	0.70	19,735	0.70	19,735	
Bromsgrove	GMB, UCATT, UNISON	1.00	28,192	1.00	28,192	
Broxbourne	-	0.00	0	0.00	0	
Broxtowe	Unite, UNISON	0.29	8,055	0.29	8,055	
Buckinghamshire	UNISON	1.00	28,192	1.00	28,192	
	AEP, ASPECT, ASCL, ATL, NAHT, NASUWT, NUT	Not Recorded	-	Not Recorded	-	
Burnley	-	Not Recorded	-	Not Recorded	-	
Bury	UNISON	3.00	84,577	3.00	84,577	
Caerphilly	GMB, Unite, UNISON	2.50	70,481	3.50	98,673	108
Calderdale	UNISON, NUT, NASUWT, ATL, ASCL, NAHT, VOICE	Not Recorded	-	Not Recorded	-	
	-	-	-	-	-	
Cambridge	UNISON	1.00	28,192	1.00	28,192	
	GMB	1.00	28,192	1.00	28,192	

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Cambridgeshire	ASCL	0.25	7,048	0.25	7,048	109
	ATL	0.25	7,048	0.25	7,048	110
	NAHT	0.25	7,048	0.25	7,048	
	NASUWT	0.25	7,048	0.25	7,048	
	NUT	0.25	7,048	0.50	14,096	
	UNISON	2.00	56,385	1.00	28,192	
	Voice	0.25	7,048	0.35	9,867	
Camden	UNISON	4.60	129,685	4.60	129,685	
	GMB	1.90	53,565	1.70	47,927	
	NUT	1.50	42,289	1.50	42,289	
Cannock Chase	-	0.00	0	0.00	0	
Canterbury	UNISON	Not Recorded	-	Not Recorded	-	
Cardiff	-	Not Recorded	-	Not Recorded	-	
Carlisle	UNISON, GMB	0.12	3,289	0.03	705	
Carmarthenshire	UNISON	2.00	56,385	2.00	56,385	
	Unite	1.00	28,192	1.00	28,192	
	GMB	1.00	28,192	1.00	28,192	
Carrickfergus	UCATT	0.00	117	0.00	117	
	NIPSA	0.01	235	0.02	646	
	UNISON	0.03	940	0.03	940	
	Unite	0.01	235	0.03	940	
	GMB	0.00	0	0.00	0	
Castle Point	-	Not Recorded	-	Not Recorded	-	
Castlereagh	NIPSA	0.47	13,250	0.47	13,250	
	ATGWU	0.86	24,245	0.82	23,118	
	GMB	0.02	564	0.02	564	
Central Bedfordshire	UNISON	1.00	28,192	1.00	28,192	
	GMB	1.00	28,192	1.00	28,192	
Ceredigion	UNISON	1.00	28,192	1.00	28,192	111
	N/A	0.00	0	0.40	11,277	
Charnwood	UNISON	0.39	10,874	0.39	10,874	112
	-	0.00	0	-	-	
Chelmsford	UNISON	0.90	25,373	0.25	7,048	
Cheltenham	UNISON	0.50	14,096	0.50	14,096	113
Cherwell	UNISON	0.60	16,915	0.60	16,915	114

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Cheshire East	UNISON	2.80	78,939	3.80	107,131	
	NUT, NASUWT, ATL, VOICE and NAHT	2.80	78,939	Not Recorded	-	
Cheshire West and Chester	ATL	0.20	5,638	0.20	5,638	
	NAHT	0.20	5,638	-	-	
	NASUWT	0.80	22,685	0.80	22,554	
	NUT	0.61	17,147	0.64	17,973	
	VOICE	0.05	1,363	-	-	
	ASCL	0.05	1,504	-	-	
	UNISON	3.00	84,577	3.00	84,577	
Chesterfield	GMB	0.02	470	0.02	470	115
	UCATT	0.01	235	0.01	235	
	AEEU	0.01	235	0.01	235	
	UNISON	0.84	23,729	0.84	23,729	
Chichester	UNISON	0.11	3,222	0.11	3,222	
Chiltern	-	Not Recorded	-	Not Recorded	-	
Chorley	-	Not Recorded	-	Not Recorded	-	116
Christchurch	UNISON	0.05	1,410	0.05	1,410	
City of London	Unite	1.00	28,192	1.00	28,192	118
	GMB	1.50	42,289	1.50	42,289	
Clackmannanshire	UNISON	1.17	32,985	1.21	34,113	
	Unite	0.14	3,947	0.24	6,766	
	UCATT	0.05	1,410	0.05	1,410	
	EIS	0.60	16,915	0.60	16,915	
Colchester	-	0.00	0	0.00	0	
Coleraine	-	Not Recorded	-	Not Recorded	-	
Conwy	GMB	1.17	32,985	1.22	34,395	
	UNISON	1.30	36,650	1.48	41,725	
Cookstown	Unite	0.05	1,549	0.05	1,549	
Copeland	UNISON	0.02	604	0.04	1,208	
	GMB	0.01	403	0.01	403	
Corby	-	Not Recorded	-	Not Recorded	-	
Cornwall	-	Not Recorded	-	Not Recorded	-	
Cotswold	-	0.00	0	0.00	0	

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Coventry	NUT, NASUWT, ATL, ASCL, NAHT, UNISON, GMB, Unite	27.90	786,567	29.40	828,855	
Craigavon	GMB	0.49	13,895	0.49	13,895	
	Unite	0.63	17,872	0.63	17,872	
	NIPSA	1.00	28,209	1.00	28,209	
Craven	-	Not Recorded	-	Not Recorded	-	
Crawley	UNISON	0.57	16,110	0.57	16,110	
Croydon	UNISON	2.60	73,300	2.60	73,300	
	Unite	2.60	73,300	2.60	73,300	
	GMB	2.60	73,300	2.60	73,300	
	NASUWT	0.60	16,915	0.60	16,915	
	ATL	0.40	11,277	0.40	11,277	
	NUT	1.60	45,108	1.60	45,108	
Cumbria	GMB	4.00	112,769	3.00	84,577	
	UNISON	4.00	112,769	4.00	112,769	
Dacorum	UNISON	0.05	1,522	0.05	1,522	
Darlington	UNISON	1.00	28,192	1.00	28,192	119
Dartford	-	0.00	0	0.00	0	
Daventry	-	Not Recorded	-	Not Recorded	-	120
Denbighshire	UNISON	1.00	28,192	1.00	28,192	
	NAS	0.50	14,096	0.50	14,096	
Derby	UNISON, Unite, GMB	7.00	197,347	6.90	194,527	
Derbyshire	Amicus	0.31	8,740	0.18	5,187	121
	TGWU	0.00	0	0.01	141	
	UCATT	0.40	11,277	0.07	2,002	
	UNISON	4.03	113,615	0.62	17,338	
	NUT	Not Recorded	-	2.60	73,300	
	NASUWT	Not Recorded	-	2.50	70,481	
	ATL	Not Recorded	-	1.60	45,108	
	NAHT	Not Recorded	-	0.50	14,096	
Derbyshire Dales	UNISON	0.00	0	0.00	117	122
	GMB	0.00	0	0.00	67	123
Derry City	NIPSA	1.00	28,192	1.00	28,192	
	Unite	2.00	56,385	2.00	56,385	

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Devon	ATL	0.60	16,915	0.60	16,915	
	NUT	1.05	29,602	0.90	25,373	
	NASUWT	0.20	5,638	0.40	11,277	
	UNISON	6.00	169,154	3.00	84,577	
	GMB	1.00	28,192	1.00	28,192	
Doncaster	Unite	1.00	28,192	1.00	28,192	124
	GMB	1.00	28,192	1.00	28,192	
	UNISON	4.00	112,769	4.00	112,769	
Dorset	UNISON: GMB, Unite	4.61	129,967	4.61	129,967	125
Dover	UNISON	0.45	12,687	0.45	12,687	126
Down	-	Not Recorded	-	Not Recorded	-	
Dudley	UNISON	3.85	108,541	3.85	108,541	
	GMB	1.59	44,826	1.59	44,826	
	UCATT	1.00	28,192	1.00	28,192	
	Unite	0.00	0	0.00	0	
	NUT	1.20	33,831	1.20	33,831	
	NASUWT	1.40	39,469	1.40	39,469	
	ASCL/ATL	0.00	0	0.00	0	
	NAHT	0.20	5,638	0.20	5,638	
Dumfries and Galloway	UNISON	1.80	50,746	1.80	50,746	
	Unite	2.00	56,385	2.00	56,385	
	GMB	0.80	22,554	0.80	22,554	
Dundee City	-	Not Recorded	-	Not Recorded	-	
Dungannon	-	0.00	0	0.00	0	
Durham	GMB, UNISON, Unite	3.00	84,577	4.50	126,866	127
Ealing	UNISON	2.00	56,385	2.00	56,385	
	GMB	1.00	28,192	1.00	28,192	
East Ayrshire	Unison, GMB, Unite, UCATT, EIS, SSTA, NASUWT, SLS, ADHS, VOICE	1.00	28,192	1.00	28,192	128
East Cambridgeshire	-	Not Recorded	-	Not Recorded	-	
East Devon	-	Not Recorded	-	Not Recorded	-	
East Dorset	UNISON	1.00	28,192	1.70	47,927	129
East Dunbartonshire	-	-	-	-	-	130

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
East Hampshire	UNISON	0.01	159	0.05	1,286	131
East Hertfordshire	-	Not Recorded	-	Not Recorded	-	
East Lindsey	UNISON	0.60	17,033	0.60	17,033	
	GMB	0.10	2,937	0.10	2,937	
East Lothian	UNISON	3.60	101,492	2.00	56,385	
	EIS	0.53	14,942	0.53	14,942	
East Northamptonshire	-	0.00	0	0.00	0	
East Renfrewshire	EIS	1.00	28,192	1.00	28,192	
	UNISON	1.00	28,192	1.00	28,192	
East Riding of Yorkshire	ATL	0.30	8,458	0.30	8,458	
	NAHT	0.30	8,458	0.30	8,458	
	NASUWT	0.85	23,964	0.85	23,964	
	NUT	0.85	23,964	0.85	23,964	
	PAT	0.20	5,638	0.20	5,638	
	SHA	0.30	8,458	0.30	8,458	
	UNISON	1.00	28,192	1.00	28,192	
	GMB	0.60	16,915	0.60	16,915	
	T&G	0.60	16,915	0.60	16,915	
	CTWU	0.06	1,762	0.06	1,762	
	NATHFE	0.14	3,826	0.14	3,826	
East Staffordshire	UNISON	0.13	3,665	0.15	4,229	
East Sussex	NUT	0.80	22,554	0.80	22,554	
	NASUWT	0.30	8,458	0.30	8,458	
	NAHT	0.10	2,819	0.10	2,819	
	UNISON	2.64	74,428	2.44	68,789	
	GMB	1.00	28,192	1.00	28,192	
	Other	0.54	15,226	0.13	3,759	
Eastbourne	UNISON	0.50	14,096	0.50	14,096	
Eastleigh	UNISON	0.20	5,638	0.40	11,277	
Eden	UNISON	0.40	11,277	0.44	12,405	
Edinburgh	UNISON	8.72	245,813	10.49	295,620	117
	UNITE T&G	2.00	56,385	2.00	56,385	
	GMB	0.40	11,277	0.40	11,277	
	EIS	1.00	28,192	1.00	28,192	
Eilean Siar	UNISON, Unite	2.11	59,607	2.11	59,607	132

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Elmbridge	UNISON, GMB	Not Recorded	-	Not Recorded	-	133
Enfield	UNISON	1.00	28,192	1.00	28,192	134
	GMB	0.29	8,055	0.29	8,055	
Epping Forest	UNISON, GMB	0.21	5,873	0.21	5,873	
Epsom and Ewell	Staff Consultative Group of which UNISON is a member	0.05	1,410	0.04	1,175	
Erewash	UNISON	0.15	4,179	0.15	4,179	
	GMB	0.06	1,812	0.00	13	
	UCATT	0.00	0	0.00	0	
Essex	Unison	4.00	112,769	3.00	84,577	
	GMB	1.00	28,192	1.00	28,192	
	NUT	0.80	22,554	0.80	22,554	
	NASUWT	0.60	16,915	0.60	16,915	
Exeter	-	Not Recorded	-	Not Recorded	-	135
Falkirk	UNISON	1.08	30,542	1.08	30,542	
	T&G	0.22	6,108	0.22	6,108	
	Amicus	0.11	3,054	0.11	3,054	
	UCATT	0.11	3,054	0.11	3,054	
	EIS	0.87	24,433	0.87	24,433	
	GMB	0.43	12,217	0.43	12,217	
	SSTA	0.11	3,054	0.11	3,054	
Fareham	-	Not Recorded	-	Not Recorded	-	
Fenland	UNISON	0.15	4,229	0.15	4,229	
Fermanagh	NIPSA	0.01	411	0.01	176	
	Unite	0.01	235	0.01	235	
	GMB	0.01	235	0.01	235	
Fife	NASUWT	0.00	0	0.50	14,096	136
	EIS	3.40	95,854	3.40	95,854	
	FBU	1.00	28,192	1.00	28,192	
	GMB	1.20	33,831	1.20	33,831	
	SSTA	0.70	19,735	0.70	19,735	
	UCATT	0.40	11,277	0.40	11,277	
	UNISON	9.73	274,312	8.83	248,939	
	Unite	1.30	36,650	1.70	47,927	
Voice	0.20	5,638	0.20	5,638		

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Flintshire	-	Not Recorded	-	Not Recorded	-	
Forest Heath	UNISON	0.11	3,222	0.11	3,222	137
Forest of Dean	-	Not Recorded	-	Not Recorded	-	
Fylde	UNISON	0.03	839	0.03	839	138
Gateshead	UNISON	3.50	98,673	3.50	98,673	
	GMB	2.00	56,385	2.00	56,385	
	NUT	0.50	14,096	0.50	14,096	
	NASUWT	0.50	14,096	0.50	14,096	
	ATL	0.40	11,277	0.40	11,277	
Gedling	UNISON, GMB, MPO	0.20	5,638	0.20	5,638	
Glasgow City	UNISON	5.25	148,010	3.92	110,514	
	Unite	0.12	3,383	0.16	4,511	
	EIS	1.00	28,192	1.00	28,192	
	GMB	0.15	4,229	0.07	1,973	
Gloucester	-	Not Recorded	-	Not Recorded	-	
Gloucestershire	NUT	Not Recorded	-	1.00	28,192	
	NASUWT	Not Recorded	-	1.25	35,240	
	ATL	Not Recorded	-	Not Recorded	-	
	ASCL	Not Recorded	-	0.00	0	
	NAHT	Not Recorded	-	Not Recorded	-	
	VOICE	Not Recorded	-	0.00	0	
	GMB	Not Recorded	-	0.75	21,144	
	UNISON	Not Recorded	-	1.20	33,831	
	Unite	Not Recorded	-	Not Recorded	-	
Gosport	UNISON	0.50	14,096	0.55	15,506	
Gravesham	UNISON	0.20	5,638	0.20	5,638	
Great Yarmouth	UNISON	Not Recorded	-	Not Recorded	-	139
GLA	UNISON	0.60	16,915	1.00	28,192	140
Greenwich	UNISON	3.25	91,625	3.25	91,625	
	GMB	2.25	63,433	2.80	78,939	
	Unite	3.50	98,673	2.50	70,481	
	NUT, NASUWT	2.00	56,385	2.00	56,385	
Guildford	-	Not Recorded	-	Not Recorded	-	
Gwynedd	UNISON	1.50	42,289	1.50	42,289	
Hackney	UNISON	1.00	28,192	1.00	28,192	
	Unite	1.00	28,192	1.00	28,192	
	GMB	1.00	28,192	1.00	28,192	

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Halton	UNISON	2.00	56,385	2.00	56,385	
	GMB	0.15	4,229	0.15	4,229	
	MPO	0.20	5,638	0.20	5,638	
	NASUWT	0.50	14,096	0.50	14,096	
Hambleton	UNISON	0.08	2,299	0.14	3,834	
Hammersmith and Fulham	UNISON	4.25	119,818	4.00	112,769	141
	Unite	1.00	28,192	1.00	28,192	
	GMB	2.00	56,385	2.00	56,385	
Hampshire	UNISON	2.50	70,481	2.75	77,529	
	Unite	0.40	11,277	0.74	20,862	
	GMB	0.10	2,819	0.10	2,819	
Harborough	-	Not Recorded	-	Not Recorded	-	
Haringey	UNISON	6.50	183,250	6.50	183,250	
	Unite	1.00	28,192	1.00	28,192	
	NUT	2.00	56,385	2.00	56,385	
	ASCL, ATL, NAHT, NASUWT	0.30	8,458	0.30	8,458	
Harlow	-	Not Recorded	-	Not Recorded	-	
Harrogate	UNISON	1.00	28,192	1.00	28,192	
Harrow	UNISON	1.90	53,565	1.85	52,156	142
	GMB	0.70	19,735	0.75	21,144	143
	Joint Secretary UNISON	0.50	14,096	0.75	21,144	144
	Joint Secretary GMB	0.00	0	0.25	7,048	145
	NUT	0.60	16,915	0.60	16,915	
	NAHT	0.20	5,638	0.20	5,638	
	HTCC	0.05	1,410	0.05	1,410	
Hart	-	0.00	0	0.00	0	
Hartlepool	UNISON	2.00	56,385	2.00	56,385	
	GMB	0.00	0	0.16	4,511	
Hastings	UNISON, GMB	1.90	53,565	1.90	53,565	146
Havant	-	Not Recorded	-	Not Recorded	-	
Havering	UNISON	3.90	109,950	4.40	124,046	
	GMB	1.20	33,831	1.20	33,831	
	NASUWT	0.90	25,373	0.90	25,373	
	NJT	1.20	33,831	1.20	33,831	
	ATL	0.50	14,096	0.55	15,506	
	VOICE	0.19	5,357	0.19	5,357	
	NAHT	0.23	6,484	0.58	16,211	
	ASCL	0.15	4,299	0.15	4,299	

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Herefordshire	NASUWT	0.46	12,968	0.66	18,607	
	ATL	0.30	8,458	0.30	8,458	
	NUT	0.30	8,458	0.53	14,942	
	Voice	0.12	3,383	0.11	3,101	
	NAHT	0.08	2,255	0.08	2,255	
	ASCL	0.05	1,410	0.05	1,410	
	UNISON	0.55	15,506	0.34	9,585	
Hertfordshire	UNISON	4.00	112,769	4.00	112,769	
Hertsmere	-	Not Recorded	-	Not Recorded	-	
High Peak	UNISON	Not Recorded	-	Not Recorded	-	
Highland	UNISON	1.00	28,192	1.00	28,192	147
Hillingdon	UNISON	1.70	47,927	1.70	47,927	
	Unite	0.30	8,458	0.30	8,458	
	GMB	0.30	8,458	0.30	8,458	
	ATL	0.10	2,819	0.10	2,819	
	NASUWT	0.10	2,819	0.10	2,819	
	NUT	0.10	2,819	0.10	2,819	
Hinckley and Bosworth	UNISON	0.12	3,457	0.12	3,457	148
	GMB	0.00	0	0.00	50	
Horsham	UNISON, GMB	Not Recorded	-	0.10	2,719	149
Hounslow	UNISON	1.74	49,102	1.74	49,102	
	Unite	0.22	6,142	0.22	6,142	
	GMB	0.15	4,296	0.15	4,296	
	Staff Side Secretary (All Unions)	1.00	28,192	2.00	56,385	
Huntingdonshire	UNISON	Not Recorded	-	Not Recorded	-	
Hyndburn	UNISON	0.20	5,638	0.20	5,638	150
Inverclyde	UNISON	0.77	21,639	0.48	13,505	
	GMB	0.38	10,836	0.44	12,287	
	Unite	0.00	0	0.01	282	
Ipswich	UNISON	1.00	28,192	1.00	28,192	151
Isle of Anglesey	UNISON	1.00	28,192	1.00	28,192	
Isle of Wight	UNISON	1.00	28,192	1.00	28,192	
	NASUWT	0.60	16,915	0.60	16,915	
	NAHT	0.60	16,915	0.60	16,915	
	Voice	0.60	16,915	0.60	16,915	
	ASCL	0.60	16,915	0.60	16,915	
	ATL	0.60	16,915	0.60	16,915	
	NUT	0.60	16,915	0.60	16,915	

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Isles of Scilly	UNISON	0.01	201	Not Recorded	-	
Islington	UNISON	2.50	70,481	2.50	70,481	
	GMB	1.00	28,192	1.00	28,192	
Kensington and Chelsea	UNISON	1.60	45,108	1.60	45,108	152
	GMB	1.40	39,469	1.40	39,469	
	NUT	0.40	11,277	0.40	11,277	
	NASUWT	0.20	5,638	-	-	
Kent	UNISON, GMB, T&GWU	Not Recorded	-	Not Recorded	-	153
	UNISON	1.00	28,192	1.00	28,192	
Kettering	UNISON, Unite, UCATT	Not Recorded	-	Not Recorded	-	154
King's Lynn and West Norfolk	UNISON	0.45	12,687	0.45	12,687	155
Kingston upon Hull, City of	UNISON	1.00	28,192	1.00	28,192	
	GMB	1.00	28,192	1.00	28,192	
	Unite	1.00	28,192	1.00	28,192	
	Convenors	2.00	56,385	2.00	56,385	
Kingston upon Thames	Staff side secretary	1.00	28,192	1.00	28,192	
	NUT	0.48	13,532	0.48	13,532	
	NASUWT	0.20	5,638	0.20	5,638	
	NAHT	0.20	5,638	0.20	5,638	
	ASCL	0.12	3,383	0.12	3,383	
Kirklees	NAHT	1.00	28,192	1.00	28,192	
	NASUWT	1.60	45,108	1.60	45,108	
	UNISON	5.00	140,962	5.00	140,962	
	GMB	3.00	84,577	3.00	84,577	
	Unite	1.00	28,192	1.00	28,192	
	ATL	1.00	28,192	1.00	28,192	
	NUT	2.00	56,385	2.00	56,385	
Knowsley	UNISON	2.00	56,385	2.00	56,385	
	Unite	1.00	28,192	1.00	28,192	
Lambeth			-		-	156
Lancashire	UNISON	13.75	387,645	6.00	169,154	157
	Unite	1.30	36,650	1.30	36,650	
	GMB	0.07	1,973	0.07	1,973	
	NASUWT	2.90	81,758	2.90	81,758	

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
	NUT	3.00	84,577	3.00	84,577	
	ATL	2.40	67,662	2.40	67,662	
	ASCL	0.50	14,096	0.50	14,096	
	NAHT	0.50	14,096	0.50	14,096	
Lancaster	UNISON, Unite, GMB	Not Recorded	-	Not Recorded	-	158
Larne	NIPSA	0.02	564	0.02	564	
	GMB	0.10	2,819	0.13	3,665	
	UCATT	0.00	0	0.00	0	
Leeds	UNISON	6.86	193,400	5.86	165,207	
	GMB	8.00	225,539	7.00	197,347	
	Unite	1.00	28,192	1.00	28,192	
	UCATT	1.00	28,192	1.00	28,192	
Leicester	UNISON	2.37	66,816	2.20	62,023	
	GMB	4.00	112,769	6.48	182,686	
Leicestershire	NUT	1.00	28,192	1.00	28,192	
	NASUWT	1.00	28,192	1.00	28,192	
	ATL	0.40	11,277	0.40	11,277	
	ASCL	0.40	11,277	0.40	11,277	
	NAHT	0.40	11,277	0.40	11,277	
	VOICE	0.40	11,277	0.40	11,277	
	UNISON	4.00	112,769	3.00	84,577	
Lewes	-	Not Recorded	-	Not Recorded	-	
Lewisham	UNISON	3.40	95,854	3.40	95,854	
	Unite	0.60	16,915	0.60	16,915	
	GMB	1.43	40,315	1.43	40,315	
	NUT	1.33	37,496	1.33	37,496	
	ATL	0.48	13,532	0.48	13,532	
	NASUWT	0.60	16,915	0.60	16,915	
Lichfield	UNISON	0.21	5,920	0.24	6,766	
Limavady	Unite	0.09	2,484	0.08	2,161	
Lincoln	UNISON	0.50	14,096	0.40	11,277	159
	UCATT	0.40	11,277	0.50	14,096	160
	Various	0.30	8,458	0.20	5,638	161
Lincolnshire	NUT	Unusable Response	-	-	-	162
	NASUWT	-	-	-	-	

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
	ATL	-	-	-	-	
	ASCL	-	-	-	-	
	NAHT	-	-	-	-	
	Voice	0.00	0	0.00	0	
	UNISON	-	-	-	-	
	GMB	0.00	0	0.00	0	
	Unite	-	-	-	-	
Lisburn	GMB	0.04	1,128	0.04	1,128	
	Unite	0.09	2,537	0.13	3,665	
	NIPSA	0.11	3,101	0.12	3,383	
Liverpool	UNISON	5.00	140,962	7.00	197,347	
	GMB	4.00	112,769	4.00	112,769	
	Unite	1.00	28,192	1.00	28,192	
Luton	UNISON	2.00	56,385	2.00	56,385	
	GMB	2.00	56,385	2.00	56,385	
Magherafelt	-	Not Recorded	-	Not Recorded	-	
Maidstone	UNISON, Unite	0.08	2,114	0.08	2,114	163
Maldon	-	Not Recorded	-	Not Recorded	-	
Malvern Hills	UNISON	0.10	2,819	0.20	5,638	
Manchester	UNISON	9.00	253,731	10.00	281,924	164
	GMB	3.00	84,577	3.00	84,577	
	Unite	2.00	56,385	2.00	56,385	
	UCATT	1.00	28,192	0.40	11,277	
Mansfield	-	Not Recorded	-	Not Recorded	-	
Medway	UNISON	1.60	45,108	1.60	45,108	
	GMB	1.00	28,192	1.40	39,469	
	Unite	0.40	11,277	0.00	0	
	NUT	0.80	22,554	0.90	25,373	
	NASUWT	0.40	11,277	0.40	11,277	
	ASCL	0.00	0	0.05	1,410	
	Voice	0.20	5,638	0.20	5,638	
	ATL	0.00	0	0.10	2,819	
Melton	UNISON, GMB	Not Recorded	-	Not Recorded	-	
Mendip	UNISON	1.00	28,192	1.00	28,192	
Merthyr Tydfil	-	0.00	0	0.00	0	
Merthyr Tydfil	-	0.00	0	0.00	0	
Merton	GMB	2.00	56,385	2.00	56,385	
	UNISON	0.80	22,554	0.80	22,554	

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Mid Devon	UNISON	0.19	5,269	0.14	4,026	165
Mid Suffolk	UNISON	Unusable Response	-	Unusable Response	-	
Mid Sussex	UNISON	0.92	25,977	0.92	25,977	166
Middlesbrough	NASUWT	0.60	16,915	0.60	16,915	
	UNISON	1.80	50,746	1.90	53,565	
	GMB	0.40	11,277	0.40	11,277	
	Unite	1.00	28,192	1.00	28,192	
Midlothian	EIS	0.90	25,373	0.90	25,373	
	UNISON	2.30	64,842	2.30	64,842	
Milton Keynes	UNISON	1.00	28,192	1.00	28,192	167
	GMB	1.00	28,192	1.00	28,192	168
	Not recorded	0.10	2,819	0.10	2,819	169
Mole Valley	-	0.33	9,188	0.33	9,188	
Monmouthshire	UNISON	0.50	14,096	0.50	14,096	170
Moray	EIS	0.60	16,915	0.60	16,915	
	UNISON	1.00	28,192	0.00	0	
Moyle	NIPSA	0.06	1,577	0.06	1,577	171
	GMB	0.01	403	0.01	403	172
Neath Port Talbot	UNISON	3.40	95,854	3.40	95,854	173
	GMB	1.00	28,192	1.00	28,192	174
New Forest	Unite	0.00	0	0.10	2,819	
	UNISON	1.00	28,192	1.00	28,192	
Newark and Sherwood	-	Not Recorded	-	Not Recorded	-	
Newcastle upon Tyne	GMB	1.00	28,192	1.00	28,192	175
	UNISON	2.95	83,167	2.95	83,167	
Newcastle-under-Lyme	GMB	0.40	11,277	0.20	5,638	
	UNISON	0.04	1,128	0.02	564	
Newham	UNISON	2.00	56,385	2.00	56,385	
	GMB	3.00	84,577	3.00	84,577	
	Unite	3.00	84,577	3.00	84,577	
Newport	UNISON	1.00	28,192	1.00	28,192	
Newry and Mourne	-	Not Recorded	-	Not Recorded	-	
Newtownabbey	Unite	0.14	3,947	0.14	3,947	
	GMB	0.28	7,894	0.28	7,894	

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
	UCATT	0.07	1,973	0.07	1,973	
Norfolk	Unison, GMB, NUT, NASWT, ATL, VOICE, ASCL, NAHT	Not Recorded	-	Not Recorded	-	
North Ayrshire	ACTSS	0.01	299	0.00	101	176
	EIS	0.00	117	0.07	2,039	
	GMB	0.10	2,875	0.08	2,356	
	SSTA	0.04	1,082	0.02	562	
	UCATT	0.00	0	0.12	3,502	
	UNISON	0.07	1,876	0.49	13,863	
	Unite/Amicus	0.01	403	0.01	242	
	Unite/T&GWU	0.05	1,312	0.06	1,673	
	NASUWT	0.01	235	0.00	0	
North Devon	-	Not Recorded	-	Not Recorded	-	
North Dorset	-	Not Recorded	-	Not Recorded	-	
North Down	NIPSA	Not Recorded	-	Not Recorded	-	
North East Derbyshire	UNISON	0.70	19,793	0.70	19,793	
	GMB	0.02	529	0.02	529	
	Unite	0.02	529	0.02	529	
North East Lincolnshire	TGWU/Unite	1.00	28,192	1.00	28,192	
	UNISON	2.00	56,385	2.00	56,385	
North Hertfordshire	UNISON	0.97	27,347	0.97	27,347	
North Kesteven	UNISON	0.28	7,894	0.28	7,894	
	GMB	0.01	282	0.01	282	
North Lanarkshire	UNISON, Unite T&G, UCATT, GMB, EIS, SSTA, NASUWT	2.25	63,433	2.47	69,635	
North Lincolnshire	UNISON	1.00	28,192	1.00	28,192	177
	GMB	0.15	4,158	0.59	16,633	
North Norfolk	-	0.00	0	0.00	0	
North Somerset	ASCL	0.13	3,524	0.13	3,524	
	ASPECT	0.00	0	0.00	0	
	ATL	0.19	5,321	0.19	5,321	
	GMB	0.00	0	0.00	0	
	Unite	0.00	0	0.00	0	
	Voice	0.02	587	0.02	587	
	NAHT	0.13	3,524	0.13	3,524	

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note	
	NASUWT	0.26	7,342	0.26	7,342		
	NUT	0.28	7,870	0.28	7,870		
	UNISON	1.80	50,746	1.95	54,975		
North Tyneside	UNISON, Unite, GMB	6.50	183,250	7.50	211,443		
	NUT	0.39	10,866	0.39	10,866		
	NASUWT	0.42	11,923	0.42	11,923		
	ATL	0.00	0	0.00	0		
	ASCL	0.00	0	0.00	0		
	NAHT	0.10	2,937	0.10	2,937		
	Voice	0.00	0	0.00	0		
	UNISON	0.07	1,879	0.07	1,879		
	GMB	0.00	59	0.00	59		
	North Warwickshire	UNISON	0.05	1,480	0.05	1,480	178
		GMB	0.02	493	0.02	493	179
North West Leicestershire	-	0.00	0	0.00	0		
North Yorkshire	UNISON	4.00	112,769	5.00	140,962		
	ATL	0.45	12,687	0.56	15,788		
	NAHT	0.16	4,581	0.16	4,581		
	NASUWT	0.60	16,915	0.70	19,735		
	NUT	0.52	14,660	1.10	31,012		
	SHA	Not Recorded	-	Not Recorded	-		
Northampton	UNISON	1.00	28,192	1.00	28,192		
	GMB	1.00	28,192	1.00	28,192		
Northamptonshire	NUT	0.70	19,735	0.70	19,735		
	NASUWT	0.40	11,277	0.40	11,277		
	UNISON	2.00	56,385	2.00	56,385		
	Secretary of the Joint Trade Union Group	0.50	14,096	0.50	14,096		
Northumberland			-		-	180	
Norwich	UNISON	1.57	44,302	1.57	44,302	181	
Nottingham	GMB	5.60	157,877	5.60	157,877		
	UNISON	17.10	482,089	17.10	482,089		
	Unite	3.00	84,577	3.00	84,577		
Nottinghamshire	UNISON	2.71	76,354	2.71	76,354		
	GMB	0.43	12,217	0.43	12,217		
	TGWU	0.11	3,054	0.11	3,054		
	AEEU	0.11	3,054	0.11	3,054		

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
	UCATT	0.11	3,054	0.11	3,054	
Nuneaton and Bedworth	Unite	1.00	28,192	1.00	28,192	
	UNISON	0.50	14,096	0.50	14,096	
	GMB	1.00	28,192	1.00	28,192	
Oadby and Wigston	-	0.00	0	0.00	0	
Oldham	-	Not Recorded	-	Not Recorded	-	
Omagh	NIPSA	0.04	1,175	0.04	1,175	
	Unite	0.01	420	0.01	302	
Orkney Islands	EIS	0.20	5,638	0.20	5,638	
Oxford	-	Refused on section 12	-	Refused on Section 12	-	
Oxfordshire	ATL	0.50	14,096	0.50	14,096	
	NASUWT	0.40	11,277	0.40	11,277	
	NUT	0.60	16,915	0.60	16,915	
	UNISON	3.60	101,492	3.04	85,705	
	FBU	0.00	0	0.00	0	
Pembrokeshire	UNISON, Unite	2.51	70,884	2.51	70,884	
Pendle	UNISON	0.50	14,096	0.50	14,096	
Perth and Kinross	JNCT	0.60	16,915	0.60	16,915	182
	EIS	0.60	16,915	0.60	16,915	
	SSTA	0.10	2,819	0.10	2,819	
	NASUWT	0.10	2,819	0.20	5,638	
	Learning Reps	0.20	5,638	0.20	5,638	
	UNISON	0.80	22,554	0.80	22,554	
Peterborough	UNISON	2.00	56,385	2.00	56,385	
Plymouth	UNISON, GMB, Unite	2.00	56,385	2.00	56,385	
Poole	UNISON	1.00	28,192	1.00	28,192	
Portsmouth	UNISON	1.24	34,959	1.24	34,959	183
	Unite	1.00	28,192	1.00	28,192	
	T&GWU	1.00	28,192	0.40	11,277	
Powys	GMB	0.80	22,554	0.80	22,554	
	TGWU	0.10	2,819	0.10	2,819	
	UNISON	2.06	58,076	2.01	56,667	
Preston	-	Not Recorded	-	Not Recorded	-	
Purbeck	-	Not Recorded	-	Not Recorded	-	
Reading	UNISON	1.00	28,192	1.00	28,192	184

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
	Unite	1.00	28,192	1.00	28,192	
	NUT	1.00	28,192	1.00	28,192	
Redbridge	UNISON	1.80	50,746	1.80	50,746	
	GMB	1.00	28,192	1.00	28,192	
Redcar and Cleveland	-	Not Recorded	-	Not Recorded	-	
Redditch	GMB, UCATT, UNISON	-	-	-	-	185
Reigate and Banstead	-	Not Recorded	-	Not Recorded	-	
Renfrewshire	Refused	3.00	84,577	3.00	84,577	186
Rhondda, Cynon, Taff			-		-	187
Ribble Valley	UNISON, GMB	Not Recorded	-	Not Recorded	-	
Richmond upon Thames	UNISON	0.60	16,915	0.60	16,915	
	GMB	0.40	11,277	0.40	11,277	
	UNISON, GMB, Unite	0.50	14,096	0.50	14,096	
Richmondshire	-	0.00	0	0.00	0	
Rochdale	UNISON	3.00	84,577	3.00	84,577	188
	Unite	1.00	28,192	1.00	28,192	
Rochford	-	0.00	0	0.00	0	
Rossendale	UNISON	0.13	3,665	0.13	3,665	
Rother	UNISON	0.25	7,048	0.25	7,048	189
Rotherham	UNISON	3.00	84,577	3.00	84,577	
	GMB	1.50	42,289	1.50	42,289	
	NASUWT	0.50	14,096	0.25	7,048	
	NUT	0.50	14,096	0.25	7,048	
	ATL	0.20	5,638	0.10	2,819	
	NAHT	0.20	5,638	0.10	2,819	
	ASCL	0.20	5,638	0.10	2,819	
Rugby	-	0.00	0	0.00	0	
Runnymede	UNISON	0.01	282	0.01	282	
Rushcliffe	UNISON, GMB	Not Recorded	-	Not Recorded	-	
Rushmoor	UNISON	0.03	762	0.03	762	
Rutland	-	Not Recorded	-	Not Recorded	-	
Ryedale	UNISON	1.36	38,337	1.47	41,408	

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Salford	UNISON	3.00	84,577	2.00	56,385	
	GMB	1.00	28,192	1.00	28,192	
	Unite	1.00	28,192	-	-	
	NASUWT	Not Recorded	-	-	-	
	ATL	Not Recorded	-	-	-	
	NUT	Not Recorded	-	-	-	
	NAHT	1.00	28,192	-	-	
Sandwell	UNISON	3.31	93,317	3.31	93,317	190
	Unite	1.86	52,438	1.86	52,438	
	GMB	2.00	56,385	2.00	56,385	
Scarborough	GMB	0.01	201	0.01	235	
	UNISON	0.10	2,819	0.10	2,819	
Scottish Borders	UNISON	0.70	19,735	0.60	16,915	
Sedgemoor	UNISON	0.09	2,517	0.10	2,769	
Sefton	UNISON	3.00	84,577	3.12	87,960	
	Unite	1.42	40,033	2.00	56,385	
	GMB	2.00	56,385	1.58	44,544	
Selby	-	0.00	0	0.00	0	
Sevenoaks	-	0.10	2,819	0.10	2,819	191
Sheffield	UNISON	12.30	346,766	12.30	346,766	
	GMB	6.40	180,431	6.40	180,431	
	Unite	1.00	28,192	1.00	28,192	
	ATL	0.40	11,277	0.40	11,277	
	NASUWT	1.30	36,650	1.30	36,650	
	NUT	1.00	28,192	1.00	28,192	
Shepway	UNISON, GMB	Not Recorded	-	Not Recorded	-	
Shetland Islands	GMB	1.00	28,192	1.00	28,192	
Shropshire	UNISON	1.50	42,289	2.50	70,481	
	GMB	0.00	0	0.50	14,096	
	NUT	0.50	14,096	0.50	14,096	
	NASUWT	0.90	25,373	0.90	25,373	
	ATL	Not Recorded	-	Not Recorded	-	
	ASCL	Not Recorded	-	Not Recorded	-	
	NAHT	Not Recorded	-	Not Recorded	-	
Slough	Unite	1.00	28,192	1.00	28,192	
	UNISON	0.50	14,096	1.00	28,192	
	NUT	0.50	14,096	0.50	14,096	

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
	GMB	-	-	1.00	28,192	
Solihull	ASCL	0.40	11,277	0.40	11,277	
	GMB	1.00	28,192	1.00	28,192	
	UNISON	0.81	22,836	1.81	51,028	
	ATL	1.00	28,192	1.00	28,192	
	NAHT	0.40	11,277	0.40	11,277	
	NASUWT	1.00	28,192	1.00	28,192	
	NUT	1.00	28,192	1.00	28,192	
Somerset	UNISON	1.00	28,192	1.00	28,192	
	NUT	1.00	28,192	1.00	28,192	
	NASUWT	1.00	28,192	1.00	28,192	
South Ayrshire	-	Not Recorded	-	Not Recorded	-	
South Bucks	-	0.00	0	0.00	0	
South Cambridgeshire	UNISON, GMB	0.83	23,359	0.83	23,359	
South Derbyshire	UNISON	0.05	1,410	0.05	1,410	
South Gloucestershire	UNISON	0.03	940	0.03	940	
South Hams	UNISON, GMB, Unite	0.06	1,611	0.06	1,611	
South Holland	-	0.20	5,638	0.10	2,819	
South Kesteven	Unite	0.11	3,101	0.11	3,101	
	UNISON	0.83	23,400	0.83	23,400	
	UCATT	0.05	1,410	0.05	1,410	
	Unite	0.11	3,101	0.11	3,101	
South Lakeland	UNISON	0.50	14,096	0.50	14,096	
	GMB	0.10	2,819	0.10	2,819	
South Lanarkshire	-	Not Recorded	-	Not Recorded	-	
South Norfolk	UNISON	0.00	0	0.50	14,096	192
South Northamptonshire	UNISON	0.09	2,650	0.17	4,766	
South Oxfordshire	UNISON	0.10	2,819	0.10	2,819	193
South Ribble	UNISON	0.07	2,014	0.07	2,014	194
South Somerset	UNISON	0.40	11,277	0.30	8,458	
	GMB	0.20	5,638	0.20	5,638	
South Staffordshire	-	0.00	0	0.00	0	
South Tyneside	UNISON	5.00	140,962	4.70	132,504	
	GMB	3.00	84,577	3.00	84,577	

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Southampton	NUT	0.50	14,096	0.50	14,096	
	NASUWT	0.75	21,144	0.50	14,096	
	UNISON	3.10	87,396	3.20	90,216	
	Unite	1.50	42,289	1.50	42,289	
Southend-on-Sea	UNISON, GMB	4.00	112,769	4.00	112,769	
Southwark	UNISON, GMB, UCATT, Unite	4.50	126,866	4.50	126,866	
Spelthorne	UNISON, Unite	Not Recorded	-	Not Recorded	-	195
St Albans	UNISON	0.75	21,144	0.75	21,144	
St Edmundsbury	UNISON	0.20	5,638	0.20	5,638	
St. Helens	NUT	0.60	16,915	0.60	16,915	196
	NASUWT	0.60	16,915	0.60	16,915	
	ATL	0.40	11,277	0.40	11,277	
	UNISON	2.00	56,385	2.00	56,385	
	GMB	1.00	28,192	1.00	28,192	
	Unite	0.06	1,611	0.06	1,611	
Stafford	-	Not Recorded	-	Not Recorded	-	
Staffordshire	UNISON	5.00	140,962	5.00	140,962	
	Teaching Unions	5.00	140,962	5.00	140,962	
Staffordshire Moorlands	UNISON, GMB	0.80	22,554	0.80	22,554	197
Stevenage	Unite	0.40	11,277	0.30	8,458	
	UNISON	0.50	14,096	0.90	25,373	
Stirling	EIS	1.00	28,192	1.00	28,192	
	UNISON	1.00	28,192	1.00	28,192	
Stockport	NASUWT, NUT, ATL NAHT, ASCL	1.50	42,289	1.50	42,289	
	UNISON, GMB	3.30	93,035	3.30	93,035	
Stockton-on-Tees	UNISON	1.56	43,980	1.60	45,108	198
	GMB	Not Recorded	-	Not Recorded	-	
	Unite	Not Recorded	-	Not Recorded	-	
Stoke-on-Trent	UNISON	5.00	140,962	5.00	140,962	
	Unite	1.00	28,192	1.00	28,192	
	GMB	1.00	28,192	1.00	28,192	
Strabane	NIPSA	0.05	1,410	0.05	1,410	199
	Unite	0.10	2,819	0.10	2,819	
Stratford-on-Avon	UNISON	Not Recorded	-	Not Recorded	-	
Stroud	UNISON	0.23	6,377	0.23	6,377	200

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Suffolk	UNISON	4.00	112,769	4.00	112,769	201
Suffolk Coastal	-	0.00	0	0.00	0	
Sunderland	-	Not Recorded	-	Not Recorded	-	202
Surrey	GMB	2.00	56,385	1.50	42,289	
	UNISON	8.20	231,177	7.60	214,262	
	FBU	0.00	0	1.00	28,192	
Surrey Heath	UNISON	0.11	3,172	0.11	3,172	
Sutton	UNISON	1.00	28,192	1.00	28,192	
	GMB & UNISON	1.00	28,192	1.00	28,192	
Swale	UNISON	0.07	2,098	0.07	2,098	
Swansea	UNISON, Unite, UCATT: GMB, NUT, UCAC	8.30	233,997	9.10	256,550	
Swindon	NUT, NASUWT, ATL	0.20	5,638	0.20	5,638	
	UNISON	1.50	42,289	1.50	42,289	
Tameside	UNISON	3.00	84,577	3.00	84,577	
	GMB	1.00	28,192	1.00	28,192	
	Joint Consultative Committee	1.00	28,192	1.00	28,192	
	NUT	1.00	28,192	1.00	28,192	
	NASUWT	1.00	28,192	1.00	28,192	
	ATL	1.00	28,192	1.00	28,192	
	NAHT	0.20	5,638	0.20	5,638	
	ASCL	0.20	5,638	0.20	5,638	
Tamworth	GMB, UNITE and UNISON	0.20	5,638	0.20	5,638	203
Tandridge	UNISON	0.03	839	0.03	839	
Taunton Deane	UNISON	0.70	19,735	0.70	19,735	
Teignbridge	UNISON, GMB	Not Recorded	-	Not Recorded	-	
Telford and Wrekin	NASUWT	0.40	11,277	0.40	11,277	
	NUT	0.70	19,735	0.70	19,735	
	ATL	0.20	5,638	0.20	5,638	
	NAHT	0.20	5,638	0.20	5,638	
	ASCL	0.10	2,819	0.10	2,819	
	Unite	0.40	11,277	0.40	11,277	
	GMB	0.40	11,277	0.40	11,277	
	UNISON	2.60	73,300	2.60	73,300	

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Tendring	-	Not Recorded	-	Not Recorded	-	204
Test Valley	-	Not Recorded	-	Not Recorded	-	
Tewkesbury	UNISON, GMB	0.04	1,007	0.04	1,007	
Thanet	UNISON, GMB	Not Recorded	-	Not Recorded	-	
The Vale of Glamorgan	NASUWT	0.53	14,942	0.51	14,378	205
	NAHT	0.11	3,101	0.12	3,383	
	NUT	0.45	12,687	0.45	12,687	
	SHA/ASCL	0.09	2,537	0.10	2,819	
	ATL	0.21	5,920	0.21	5,920	
	UCAC	0.10	2,819	0.11	3,101	
Three Rivers	UNISON, GMB	1.00	28,192	1.00	28,192	206
Thurrock	UNISON, TGWU, Amicus/AEEU, UCATT	1.00	28,192	1.00	28,192	
Tonbridge and Malling	UNISON	Not Recorded	-	Not Recorded	-	
Torbay	-	Not Recorded	-	Not Recorded	-	
Torfaen	GMB	1.00	28,192	1.00	28,192	
	UNISON	1.00	28,192	1.00	28,192	
Torrige	UNISON	0.03	972	0.06	1,638	207
	GMB	0.00	25	0.01	168	
Tower Hamlets	UNISON, Unite, GMB	6.00	169,154	6.00	169,154	208
	UNISON	5.91	166,738	5.91	166,738	
	GMB	1.29	36,247	1.29	36,247	
	Unite	0.34	9,666	0.34	9,666	
Trafford	UNISON	2.00	56,385	2.00	56,385	
Tunbridge Wells	UNISON	0.20	5,638	0.20	5,638	209
Uttlesford	UNISON	0.20	5,638	0.20	5,638	
Vale of White Horse	UNISON	0.10	2,819	0.10	2,819	210
Wakefield	ASCL	0.20	5,638	0.20	5,638	
	ATL	1.00	28,192	1.00	28,192	
	NAHT	0.40	11,277	0.40	11,277	
	NASUWT	1.00	28,192	1.00	28,192	
	NUT	1.20	33,831	1.20	33,831	

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Walsall	UNISON	3.00	84,577	3.00	84,577	
	Unite	3.00	84,577	3.00	84,577	
	GMB	3.00	84,577	3.00	84,577	
Waltham Forest	UNISON	5.50	155,058	3.60	101,492	
	GMB	0.60	16,915	0.60	16,915	
Wandsworth	UNISON, Unite, GMB	1.70	47,927	1.40	39,469	211
Warrington	UNISON	2.00	56,385	2.00	56,385	
	GMB	1.00	28,192	1.00	28,192	
	NASUWT	0.26	7,330	0.26	7,330	
	NUT	0.75	21,144	0.75	21,144	
	ATL	0.25	7,048	0.25	7,048	
	NASUWT	0.80	22,554	0.80	22,554	
Warwick	UNISON	0.60	16,915	0.60	16,915	
Warwickshire	UNISON	4.10	115,589	4.10	115,589	
	GMB	0.40	11,277	0.40	11,277	
	NUT	1.52	42,852	1.55	43,698	
	ATL	0.78	21,990	0.79	22,272	
	NASUWT	1.22	34,395	1.24	34,959	
	NAHT	0.28	7,894	0.28	7,894	
	ASCL	0.19	5,357	0.20	5,638	
	VOICE	0.26	7,330	0.27	7,612	
	JNC	0.01	338	0.01	367	
	Union Learning Representative	0.59	16,633	0.59	16,633	
Watford	UNISON	0.81	22,836	0.81	22,836	
Waveney	-	Not Recorded	-	Not Recorded	-	212
Waverley	UNISON	0.05	1,410	0.05	1,410	213
Wealden	UNISON	Not Recorded	-	Not Recorded	-	214
Wellingborough	UNISON	0.50	14,096	0.50	14,096	
Welwyn Hatfield	UNISON	0.05	1,410	0.05	1,410	215
West Berkshire	NUT	0.42	11,747	0.42	11,747	216
	NASUWT	0.42	11,747	0.42	11,747	
	ATL	0.42	11,747	0.42	11,747	
	NAHT	0.10	2,819	0.10	2,819	
	ASCL	0.06	1,615	0.06	1,615	

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
West Devon	UNISON	0.10	2,819	0.10	2,819	217
West Dorset	-	0.02	671	0.11	3,105	218
West Dunbartonshire	UNISON, AHDS, Amicus, EIS, GMB, T&G, UCATT, Scottish Transport Credit Union	3.50	98,673	2.50	70,481	
West Lancashire	UNISON	0.50	14,096	0.50	14,096	
	GMB	0.40	11,277	0.40	11,277	
West Lindsey	UNISON	1.00	28,192	1.00	28,192	
West Lothian	UNISON	1.00	28,192	1.00	28,192	219
West Oxfordshire	-	0.00	0	0.00	0	
West Somerset	UNISON	Not Recorded	-	Not Recorded	-	
West Sussex	ATL	0.30	8,458	0.30	8,458	220
	NUT	1.20	33,831	0.80	22,554	
	NASUWT	0.50	14,096	0.50	14,096	
	UNISON	2.80	78,939	2.27	63,997	
Westminster	UNISON, GMB	2.00	56,385	2.69	75,837	221
Weymouth and Portland	UNISON	0.40	11,277	0.40	11,277	222
Wigan	UNISON	2.00	56,385	3.00	84,577	
	GMB	1.00	28,192	1.00	28,192	
	ATL	1.00	28,192	1.00	28,192	
	NASUWT	1.20	33,831	1.20	33,831	
	NUT	1.00	28,192	1.00	28,192	
	ASCL	0.30	8,458	0.30	8,458	
	NAHT	0.50	14,096	0.50	14,096	
Wiltshire	UNISON	4.00	112,769	4.00	112,769	
Winchester	-	0.00	0	0.00	0	
Windsor and Maidenhead	-	Not Recorded	-	Not Recorded	-	
Wirral	UNISON	7.56	213,134	7.09	199,884	
	Unite	2.00	56,385	2.00	56,385	
Woking	UNISON	0.26	7,291	0.24	6,781	
Wokingham	UNISON	0.91	25,655	0.48	13,462	
Wolverhampton	UNISON, GMB, TGWU, UCATT, CYWU	11.77	331,864	11.77	331,864	223
Worcester	-	Not Recorded	-	Not Recorded	-	

Department	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Worcestershire	NASUWT, NUT, ATL, Voice, NAHT, ASCL, UNISON, GMB	2.50	70,481	2.50	70,481	
Worthing	-	-	-	-	-	224
Wrexham	UNISON	1.00	28,192	1.00	28,192	
	Unite	0.40	11,277	0.40	11,277	
	GMB	0.20	5,638	0.20	5,638	
Wychavon	UNISON	0.28	7,887	0.32	9,062	225
Wycombe	UNISON	0.35	9,867	0.35	9,867	
Wyre	-	0.00	0	0.00	0	
Wyre Forest	UNISON	0.60	16,915	0.68	19,265	
	GMB	0.00	0	0.04	1,175	
York	UNISON	2.70	76,119	3.50	98,673	
	GMB	Not Recorded	-	1.11	31,294	

Table 6: Facility time in NHS Primary Care Trusts

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Ashton, Leigh and Wigan PCT	UNISON, RCN	0.10	2,819	0.10	2,819	
Barking and Dagenham PCT	-	0.00	0	0.00	0	242
Barnet PCT	UNISON	0.50	14,096	0.50	14,096	243
Barnsley PCT	RCN	1.00	28,192	0.80	22,554	
	UNISON	0.40	11,277	0.40	11,277	
Bassetlaw PCT	UNISON	0.10	2,819	0.10	2,819	244
Bath and North East Somerset PCT	SCP, CSP, SCP, Unison, BAOT, RCN, BMA, Unite	Not Recorded	-	Not Recorded	-	
Bedfordshire PCT	Amicus, BDA, BDA, BMA, BOS, CSP, GMB, RCN, SCP, UNISON	Not Recorded	-	Not Recorded	-	
Berkshire East PCT	-	0.00	0	0.00	0	
Berkshire West PCT	-	Not Recorded	-	Not Recorded	-	
Bexley Care Trust	UNISON	Not Recorded	-	Not Recorded	-	
	UNISON, Unite, RCN	Not Recorded	-	Not Recorded	-	
Birmingham East and North PCT	-	2.00	56,385	0.40	11,277	
Blackburn with Darwen PCT	UNISON	Not Recorded	-	Not Recorded	-	
Blackpool PCT	UNISON, RCN, CPHUA, Unite	0.20	5,638	0.20	5,638	
Bolton PCT	Unite, UNISON	0.60	16,915	0.60	16,915	
Bournemouth and Poole Teaching PCT	Not Recorded	0.14	3,873	0.14	3,873	
Bradford and Airedale Teaching PCT	-	Not Recorded	-	Not Recorded	-	245
Brent Teaching PCT	-	Not Recorded	-	Not Recorded	-	
Brighton and Hove City PCT	UNISON, Unite, BMA, RCN	0.10	2,819	0.10	2,819	
Bristol PCT	UNISON	0.60	16,915	0.10	2,819	246
	RCN	0.10	2,819	0.60	16,915	247
Bromley PCT	-	Not Recorded	-	Not Recorded	-	248
Buckinghamshire PCT	-	Not Recorded	-	Not Recorded	-	
Bury PCT	Amicus CPHVA	0.07	1,973	0.07	1,973	
	BIOS	0.40	11,277	0.47	13,250	

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 22010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
	BAOT	0.07	1,973	0.00	0	
	Nurses	0.07	1,973	0.00	0	
	BDA (Dieticians)	0.07	1,973	0.07	1,973	
	BDA (Dentists)	0.07	1,973	0.07	1,973	
	UNISON	0.14	3,947	0.28	7,894	
	Unite	0.00	0	0.07	1,973	
	SOP	0.00	0	0.07	1,973	
Calderdale PCT	UNISON	2.00	56,385	2.00	56,385	
Cambridgeshire PCT	UNISON	0.00	0	0.01	235	
Camden PCT	UNISON	0.66	18,607	0.66	18,607	
Central and Eastern Cheshire PCT	UNISON	0.71	20,137	0.71	20,137	
	CSP	0.21	6,041	0.21	6,041	
	RCN	0.21	6,041	0.21	6,041	
	SCAOP	0.14	4,027	0.14	4,027	
	BDA	0.14	4,027	0.14	4,027	
	Unite	0.43	12,082	0.43	12,082	
Central Lancashire	UNISON	0.30	8,458	0.40	11,277	249
City and Hackney Teaching PCT	UNISON, RCN, Unite	1.00	28,192	1.00	28,192	
Cornwall and Isles Of Scilly PCT	UNISON, RCN, BDA	0.82	23,076	0.71	20,137	250
County Durham and Darlington PCT	-	Not Recorded	-	Not Recorded	-	
Coventry Teaching PCT	Unite	0.90	25,373	0.90	25,373	
	UNISON	0.50	14,096	1.20	33,831	
Croydon PCT	All unions.	0.07	2,030	0.07	2,030	251
Cumbria Teaching PCT	-	Unusable Response	-	-	-	252
Derby City PCT	RCN, UNISON	0.40	11,277	-	-	
	UNISON	-	-	0.10	2,819	
Derbyshire County PCT	-	Not Recorded	-	Not Recorded	-	253
Devon PCT	-	Not Recorded	-	Not Recorded	-	
Doncaster PCT	UNISON	0.50	14,096	0.70	19,735	
Dorset PCT	-	Not Recorded	-	Not Recorded	-	
Dudley PCT	-	Not Recorded	-	Not Recorded	-	
Ealing PCT	-	Not Recorded	-	Not Recorded	-	

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 22010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
East Lancashire Teaching PCT	Unite, BMA, RCN, SCP, BDA, UNISON	1.20	33,831	1.20	33,831	
East Riding of Yorkshire PCT	UNISON	1.00	28,192	1.00	28,192	
	RCN	2.00	56,385	2.00	56,385	
	CSP	1.00	28,192	1.00	28,192	
	SOP	0.60	16,915	0.60	16,915	
East Sussex Downs and Weald PCT	-	Not Recorded	-	Not Recorded	-	
Eastern and Coastal Kent PCT	-	0.00	0	0.00	0	
Enfield PCT	-	0.00	0	0.00	0	254
Gloucestershire PCT	Staff Side Chair	0.40	11,277	0.40	11,277	255
Great Yarmouth and Waveney PCT	-	Not Recorded	-	Not Recorded	-	
	-	Not Recorded	-	Not Recorded	-	
	-	Not Recorded	-	Not Recorded	-	
	-	Not Recorded	-	Not Recorded	-	
	-	Not Recorded	-	Not Recorded	-	
	-	Not Recorded	-	Not Recorded	-	
Greenwich Teaching PCT	-	Not Recorded	-	Not Recorded	-	256
Halton and St Helens PCT	Unite	0.05	1,410	0.05	1,410	
Hammersmith and Fulham PCT	-	Not Recorded	-	Not Recorded	-	
Hampshire PCT	-	Not Recorded & Refused	-	Not Recorded & Refused	-	
Haringey Teaching PCT	UNISON	0.49	13,814	0.49	13,814	257
Harrow PCT	-	Not Recorded	-	Not Recorded	-	
Hartlepool PCT	-	0.00	0	0.00	0	
Hastings and Rother PCT	-	0.10	2,819	-	-	
Havering PCT	UNISON	1.00	28,192	1.00	28,192	258
	Unite	0.05	1,410	0.05	1,410	
Heart of Birmingham Teaching PCT	UNISON	0.80	22,554	0.80	22,554	259
Herefordshire PCT	-	1.00	28,192	1.00	28,192	260
NHS Hertfordshire	UNISON, RCN	Not Recorded	-	Not Recorded	-	
Heywood, Middleton and Rochdale PCT	-	0.80	22,554	0.80	22,554	261

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 22010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Hillingdon PCT	-	Not Recorded	-	Not Recorded	-	
Hounslow PCT	-	Not Recorded	-	Not Recorded	-	
Hull Teaching PCT	GMB and Others	Not Recorded	-	Not Recorded	-	
Isle Of Wight NHS PCT	-	Not Recorded	-	Not Recorded	-	262
Islington PCT	UNISON	0.33	9,303	0.33	9,303	263
Kensington and Chelsea PCT	-	Not Recorded	-	Not Recorded	-	
Kingston PCT	All unions.	0.07	2,030	0.07	2,030	264
Kirklees PCT	UNISON, Unite	Not Recorded	-	Not Recorded	-	
Knowsley Health and Wellbeing	Unite	0.65	18,325	0.65	18,325	
	CPHVA	0.05	1,410	0.05	1,410	
Lambeth PCT	-	Not Recorded	-	Not Recorded	-	265
Leeds PCT	-	Not Recorded	-	Not Recorded	-	
Leicester City PCT	UNISON	0.20	5,638	0.20	5,638	
Leicestershire County and Rutland PCT	UNISON	0.00	0	0.20	5,638	
	MIP	0.00	0	0.01	282	
Lewisham PCT	-	Not Recorded	-	Not Recorded	-	266
Lincolnshire Teaching PCT	UNISON	0.00	0	1.00	28,192	
	Podiatry Union	1.00	28,192	1.00	28,192	
Liverpool PCT	RCN, UNISON	Not Recorded	-	Not Recorded	-	267
Luton PCT	Amicus, BMA, Chartered Society of Physiotherapists, RCN, UNISON	0.05	1,510	0.05	1,510	
Manchester PCT	UNISON	4.99	140,680	5.92	166,899	
Medway PCT	-	Not Recorded	-	Not Recorded	-	
Mid Essex PCT	-	Not Recorded	-	Not Recorded	-	
Middlesbrough PCT	-	0.00	0	0.00	0	
Milton Keynes PCT	Chair of Staff Side	0.53	14,902	0.53	14,902	
Newcastle PCT	UNISON	1.03	28,897	1.03	28,897	
	MIP	0.02	470	0.02	470	
Newham PCT	UNISON, RCN, Unite	0.50	14,096	0.50	14,096	
NHS South of Tyne and Wear	Unite	2.32	65,489	0.00	0	268
	UNISON	1.59	44,755	0.90	25,373	

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 22010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
	SOCP	0.06	1,645	0.00	0	
	RCN	3.39	95,451	0.00	0	
	BDA	0.05	1,410	0.00	0	
Norfolk PCT	-	Not Recorded	-	Not Recorded	-	
North East Essex PCT	Society of Chiropractors & Podiatrists	0.05	1,510	0.04	1,133	
	British Dietetic Association	0.00	101	0.00	76	
	CSP	0.04	1,208	0.03	906	
	Unison	0.03	805	0.03	805	
	Royal College of Nursing	0.02	663	0.02	497	
	UNITE	0.00	17	0.00	13	
North Lancashire Teaching PCT	-	0.00	0	0.00	0	
North Lincolnshire PCT	Unite	1.00	28,192	1.00	28,192	
	MIP	0.78	21,990	0.78	21,990	
	RCN	0.00	0	0.74	20,862	
North Somerset PCT	Unite / Amicus	0.01	161	0.01	161	269
	Society for Chiropractors and Podiatrists	0.01	323	0.01	323	
	Unison	0.01	323	0.01	323	
North Staffordshire PCT	UNISON, Unite	1.60	45,108	1.60	45,108	
North Tyneside PCT	-	-	-	-	-	270
North Yorkshire and York PCT	UNISON	1.60	45,108	1.60	45,108	
	RCN	0.40	11,277	0.40	11,277	
	SoP	0.10	2,819	0.10	2,819	
	Unite	0.00	0	0.20	5,638	
Northamptonshire Teaching PCT	-	0.00	0	0.00	0	271
Northumberland Care Trust	-	-	-	-	-	272
Nottingham City PCT	UNISON	0.40	11,277	0.40	11,277	
Nottinghamshire County Teaching PCT	UNISON	1.00	28,192	1.00	28,192	
	RCN	1.00	28,192	1.00	28,192	
Oldham PCT	-	Not Recorded	-	Not Recorded	-	
Oxfordshire PCT	Unison	2.20	62,023	2.00	56,385	
	Dietetic Assoc	0.40	11,277	0.20	5,638	

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 22010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
	BAOT	0.40	11,277	0.00	0	
	CSP	0.60	16,915	0.40	11,277	
	RCN	0.40	11,277	0.00	0	
	BDA	0.20	5,638	0.40	11,277	
	Unite	0.60	16,915	0.60	16,915	
Peterborough PCT	UNISON	0.00	0	0.12	3,407	
	RCN	0.05	1,410	0.11	3,054	
Plymouth Teaching PCT	AEEU, RCN, BMA, SOCAP, BDA, TGWU, CSP, UCATT, GMB, UNISON, Amicus	0.09	2,537	0.32	9,022	
Portsmouth City Teaching PCT	UNISON	0.27	7,499	0.27	7,499	
Redbridge PCT	RCN	0.01	403	0.01	403	
	UNISON	0.09	2,618	0.14	4,027	
	CSP	0.03	906	0.03	906	
Redcar and Cleveland PCT	-	0.00	0	0.00	0	
Richmond and Twickenham PCT	All unions.	0.07	2,030	0.07	2,030	
Rotherham PCT	CSP, SOCAP, Unite, UNISON, BDA	0.20	5,638	0.30	8,458	
Salford PCT	UNISON	1.80	50,746	0.50	14,096	
Sandwell PCT	Staff side Secretary	0.50	14,096	0.50	14,096	
Sandwell PCT	Staff Side Chair	0.10	2,819	0.10	2,819	
Sefton PCT	BDA	0.05	1,410	0.05	1,410	
	UNISON	0.50	14,096	0.50	14,096	
	UNITE (AMICUS SECTION)	0.05	1,410	0.05	1,410	
	CSP	0.05	1,410	0.05	1,410	
	GMB	0.05	1,410	0.05	1,410	
	RCN	0.45	12,687	1.05	29,602	
Sheffield PCT	Staff Representatives	0.04	1,208	0.04	1,208	
Shropshire County PCT	-	Not Recorded	-	0.41	11,441	273
Somerset PCT	-	2.74	77,328	2.74	77,328	274
South Birmingham PCT	-	0.00	0	0.00	0	

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 22010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
South East Essex PCT	UNISON	0.00	0	0.03	705	275
South Gloucestershire PCT	RCN	0.40	11,277	0.40	11,277	
South Staffordshire PCT	RCN	0.20	5,638	0.20	5,638	
	SOCAP	0.53	14,942	0.53	14,942	
	GMB	0.10	2,819	0.10	2,819	
	SOR	0.00	0	0.03	846	
	UNISON	0.28	7,894	0.27	7,612	
	CSP	0.27	7,612	0.27	7,612	
	BDA	0.10	2,819	0.10	2,819	
	BAOT	0.08	2,255	0.08	2,255	
	Unite	0.04	1,128	0.04	1,128	
	BDA	0.10	2,819	0.10	2,819	
South West Essex PCT	UNISON, Unite	1.50	42,289	1.50	42,289	
Southampton City PCT	ASTMS, EETPU, GMBATU, RCN, TGWU, Unison	0.40	11,277	0.40	11,277	276
Southwark PCT	-	Not Recorded	-	Not Recorded	-	277
Stockport PCT	Unite, Unison, CSP, SOCAP, BMA, RCN and GMB.	0.29	8,055	0.29	8,055	
Stockton on Tees PCT	-	0.00	0	0.00	0	
Stoke On Trent PCT	UNISON	1.84	51,874	1.84	51,874	
Suffolk PCT	RCN, CSP, Unite, UNISON, BDA, BMA, SCP	15.36	433,035	18.61	524,660	
Surrey PCT	-	Not Recorded	-	Not Recorded	-	
Sutton and Merton PCT	All unions.	0.07	2,030	0.07	2,030	
Swindon PCT	CSP	0.02	564	0.01	282	
	SCP	0.01	282	0.05	1,410	
	UNISON	0.11	3,101	0.51	14,378	
Tameside and Glossop PCT	UNISON	0.20	5,638	0.20	5,638	
Telford and Wrekin PCT	-	Not Recorded	-	Not Recorded	-	
Tower Hamlets PCT	UNISON, Unite, RCN	1.00	28,192	1.00	28,192	

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Trafford PCT	UNISON	4.20	118,408	3.80	107,131	
	Unite	1.00	28,192	1.00	28,192	
	BDA (Dental)	1.00	28,192	1.00	28,192	
	BDA (Dietetic)	1.10	31,012	0.40	11,277	
	SOCAP	1.00	28,192	1.00	28,192	
	CSP	1.00	28,192	1.00	28,192	
	RCN	0.80	22,554	0.80	22,554	
Wakefield District PCT	UNISON	0.60	16,915	0.40	11,277	
Walsall Teaching PCT	-	Not Recorded	-	Not Recorded	-	
Waltham Forest PCT	MIP	0.05	1,410	0.10	2,819	
	UNISON	0.07	2,014	0.15	4,229	
	UNISON	0.07	2,014	0.15	4,229	
Wandsworth PCT	All unions.	0.07	2,030	0.07	2,030	
Warrington PCT	UNISON, RSP, RCN, BDA, Unite	Not Recorded	-	Not Recorded	-	
Warwickshire PCT	RCN	0.60	16,915	0.40	11,277	
	CSP	0.40	11,277	0.40	11,277	
	SOCAP	0.40	11,277	0.40	11,277	
West Essex PCT	-	0.00	0	0.00	0	
West Kent PCT	-	Not Recorded	-	Not Recorded	-	
West Sussex PCT	Unison, RCN, Managers in Partnership	0.15	4,229	0.15	4,229	278
Western Cheshire PCT	UNISON, MIP, Unite, RCN	1.00	28,192	1.00	28,192	
Westminster PCT	-	Not Recorded	-	Not Recorded	-	
Wiltshire PCT	BDA, BDA, CSP, RCM, RCN, SCP, UNISON, Unite	1.02	28,796	1.02	28,796	279
Wirral PCT	Amicus, GMB, UNISON, TGWU	Not Recorded	-	Not Recorded	-	
Wolverhampton City PCT	Unite, UNISON	1.25	35,240	1.25	35,240	
Worcestershire PCT	CSP, RCN, Unite	2.00	56,385	2.00	56,385	

Table 7: Facility time in NHS Acute and Foundation Trusts

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Belfast Health and Social Care Trust	UNISON	8.40	236,816	8.40	236,816	
	NIPSA	3.20	90,216	3.20	90,216	
	RCN	3.00	84,577	3.00	84,577	
	Unite	2.00	56,385	2.00	56,385	
Northern Health and Social Care Trust	NIPSA	1.00	28,192	1.00	28,192	
South Eastern Health and Social Care Trust	UNISON	Not Recorded	-	4.40	124,046	
	RCN	Not Recorded	-	1.80	50,746	
	Unite	Not Recorded	-	0.80	22,554	
	NIPSA	Not Recorded	-	1.00	28,192	
Southern Health and Social Care Trust	UNISON	9.05	255,141	7.60	214,262	
	RCN	2.00	56,385	2.00	56,385	
	NIPSA	2.00	56,385	1.00	28,192	
	Unite	0.40	11,277	0.40	11,277	
Western Health and Social Care Trust	UNISON	4.00	112,769	4.00	112,769	280
	RCN	2.00	56,385	2.00	56,385	
NHS Ayrshire and Arran	-	Not Recorded	-	Not Recorded	-	281
NHS Borders	-	Not Recorded	-	Not Recorded	-	
NHS Dumfries and Galloway	RCM	0.10	2,819	0.10	2,819	
	RCN	1.50	42,289	1.40	39,469	
	Unite	0.00	0	0.16	4,511	
	UNISON	1.18	33,267	1.10	31,012	
	CSP	0.03	846	0.03	846	
NHS Fife	GMUW, Unite, UNISON, TGWU	Not Recorded	-	Not Recorded	-	
NHS Forth Valley	Not Provided	0.86	24,127	0.78	22,063	
NHS Grampian	UCATT, AEEU, GMB, TGWU, MSF, Scot Cons Comm, UNISON	4.20	118,408	4.10	115,589	
NHS Greater Glasgow and Clyde	CSP	0.20	5,638	0.20	5,638	
	FCS	0.20	5,638	0.20	5,638	
	GMB	0.40	11,277	0.40	11,277	
	RCM	0.40	11,277	0.40	11,277	
	RCN	2.60	73,300	2.60	73,300	
	SCP	0.80	22,554	0.80	22,554	

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
	SOR	0.20	5,638	0.20	5,638	
	UNISON	5.00	140,962	5.00	140,962	
	Unite	4.50	126,866	4.50	126,866	
NHS Highland	UNISON	2.05	57,794	2.11	59,486	
	RCN	0.11	3,101	0.07	1,973	
	Other	0.14	3,947	0.21	5,920	
	SCP	0.00	0	0.05	1,410	
	SOR	0.00	0	0.01	282	
	Unite	0.00	0	0.02	564	
	NHS Lothian	UNISON	8.00	225,539	8.00	225,539
RCN		4.00	112,769	4.00	112,769	
Unite		1.00	28,192	1.00	28,192	
NHS Lanarkshire	-	Not Recorded	-	Not Recorded	-	
NHS Orkney	UNISON	0.16	4,545	0.15	4,171	282
	RCN	0.03	764	0.17	4,917	
	BDA	0.00	0	0.01	390	
NHS Shetland	-	Not Recorded	-	Not Recorded	-	
NHS Tayside	UNISON	0.17	4,793	0.30	8,458	
	RCN	0.01	282	0.11	3,101	
	Unite	0.02	564	0.19	5,357	
	CSP	0.03	846	0.06	1,692	
	BDA	0.01	282	0.03	846	
NHS Western Isles	UNISON	0.10	2,689	0.08	2,366	
	Unite	0.01	159	0.02	428	
	RCN	0.00	0	0.02	629	
Abertawe Bro Morgannwg University NHS Trust	Unite	1.00	28,192	1.00	28,192	
	UNISON	4.53	127,711	4.53	127,711	
	RCN	2.80	78,939	2.80	78,939	
Cardiff and Vale UHB	Unite	1.00	28,192	1.00	28,192	
	UNISON	1.00	28,192	1.00	28,192	
Cwm Taf NHS Trust	UNISON	2.00	56,385	2.00	56,385	283
	RCN	0.80	22,554	0.80	22,554	
	Unite	1.00	28,192	1.00	28,192	
	Staff Side Chair	0.50	14,096	0.50	14,096	
Gwent Healthcare NHS Trust (Bevan)	UNISON	1.70	47,927	1.75	49,337	284
	Unite	0.60	16,915	0.80	22,554	

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
	RCN	0.50	14,096	1.00	28,192	
Hywel Dda NHS Trust	UNISON	0.86	24,165	0.86	24,165	
	RCN	0.25	7,048	0.25	7,048	
Betsi Cadwaladr University Local Health Board	BAOT	0.00	0	0.10	2,819	285
	SCP	0.13	3,665	0.14	3,947	
	BOS	0.12	3,383	0.00	0	
	RCN	1.71	48,209	1.93	54,411	
	UNISON	2.76	77,811	6.14	173,101	
	SOR	0.67	18,889	0.99	27,910	
	RCM	0.85	23,964	0.46	12,968	
	Unite	0.77	21,708	0.62	17,479	
	GMB	0.12	3,383	0.24	6,766	
	CSP	0.24	6,766	0.12	3,383	
	BDA	0.04	1,128	0.06	1,692	
Velindre NHS Trust	-	1.00	28,192	1.00	28,192	
Powys Teaching Local Health Board	UNISON	3.00	84,577	2.00	56,385	286
Aintree University Hospitals NHS Foundation Trust	BAOT, BDA, BMA, BOS, CSP, FCS, GMB, RCN, SOR, UCATT, Unite, UNISON	1.00	28,192	1.00	28,192	
Airedale NHS Trust	-	0.45	12,754	0.45	12,754	
Alder Hey Children's NHS Foundation Trust	UNISON, Unite, BDA, BMA, BOS, CSP, GMB, RCN, SOR	0.60	16,915	0.60	16,915	
Ashford and St Peter's Hospitals NHS Trust	UNISON, Unite, BDA, RCN, BMA, CSP, GHP, BIOS	Not Recorded	-	Not Recorded	-	
Barking, Havering and Redbridge University Hospitals NHS Trust	RCN, UNISON, GMB, UCATT, RCM, CSP, SOR, Unite, BOS	Not Recorded	-	Not Recorded	-	
Barnet and Chase Farm Hospitals NHS Trust	RCN	0.66	18,607	0.66	18,607	
	UNISON	0.33	9,303	0.33	9,303	

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Barnsley Hospital NHS Foundation Trust	BDA, BMA, CSP, GMB, RCM, RCN, SOR, UNISON, Unite, BDA	1.84	51,874	2.41	67,944	
Bart's and The London NHS Trust	All unions.	1.00	28,192	1.00	28,192	
Basildon and Thurrock University Hospitals NHS Foundation Trust	Not Provided	0.80	22,554	0.80	22,554	
Basingstoke and North Hampshire NHS Foundation Trust	-	Not Recorded	-	Not Recorded	-	
Bedford Hospital NHS Trust	-	Not Recorded	-	Not Recorded	-	
Birmingham Children's Hospital NHS Foundation Trust	-	Not Recorded	-	Not Recorded	-	
Birmingham Women's NHS Foundation Trust	All Unions	0.81	22,755	0.81	22,755	
Blackpool, Fylde and Wyre Hospitals NHS Foundation Trust	-	Unusable Response	-	-	-	
Bradford Teaching Hospitals NHS Foundation Trust	Amicus, GMB, UCATT, UNISON	0.64	18,124	0.64	18,124	
Brighton and Sussex University Hospitals NHS Trust	-	2.00	56,385	2.00	56,385	
Buckinghamshire Healthcare NHS Trust	RCN, RCM, Unison, Unite, SOR, CSP, Amicus	0.30	8,458	0.30	8,458	287
Burton Hospitals NHS Foundation Trust	UNISON, RCM, RCP.	0.60	16,915	0.60	16,915	
Calderdale and Huddersfield NHS Foundation Trust	-	Not Recorded	-	Not Recorded	-	
Cambridge University Hospitals NHS Foundation Trust	-	Not Recorded	-	Not Recorded	-	
Central Manchester University Hospital Foundation Trust	UNISON	2.00	56,385	2.00	56,385	
	Not Provided	1.00	28,192	1.00	28,192	

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Chelsea and Westminster Hospitals NHS Foundation Trust	BDA, BMA, CSP, RCM, RCN, Sor, UNISON, BAOT	Not Recorded	-	Not Recorded	-	288
Chesterfield Royal Hospital NHS Foundation Trust	Unison, RCN, RCM, Unite, BMA, HCSCA, BDA, CSP, BAOT, BOS, British Dietetics Association, SOR	1.02	28,756	1.02	28,756	
City Hospitals Sunderland NHS Foundation Trust	UNISON	0.40	11,277	0.40	11,277	
Clatterbridge Centre For Oncology NHS Foundation Trust	UNISON, RCN, SOR, Amicus, CSP, BDA, GMC	2.47	69,591	2.56	72,125	289
Colchester Hospital University NHS Foundation Trust	Unite	Not Recorded	-	0.40	11,277	290
	UNISON	Not Recorded	-	0.50	14,096	291
Countess Of Chester Hospital NHS Foundation Trust	UNISON	0.40	11,277	0.40	11,277	
	Unite	0.20	5,638	0.20	5,638	
	RCN, RCM, BMA, BDA, SOR, CSP, BOS, UCATT, Unite, UNISON	0.05	1,410	0.05	1,410	
County Durham and Darlington NHS Foundation Trust			-		-	292
Croydon Health Services NHS Trust	Staff Side chair	0.40	11,277	0.40	11,277	
	Staff Side Secretary	0.20	5,638	0.20	5,638	
Dartford and Gravesham NHS Trust	-	Not Recorded	-	Not Recorded	-	
Derby Hospitals NHS Foundation Trust	RCN, UNISON	3.00	84,577	3.00	84,577	
	ACB, BAOT, BDA, BMA, BOS, CSP, RCN, RCM, SOR, UNISON, Unite	Not Recorded	-	Not Recorded	-	

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Doncaster and Bassetlaw Hospitals NHS Foundation Trust	-	Not Recorded	-	Not Recorded	-	293
Dorset County Hospital NHS Foundation Trust	-	Not Recorded	-	Not Recorded	-	
Ealing Hospital NHS Trust	-	Not Recorded	-	Not Recorded	-	
East and North Hertfordshire NHS Trust	UNISON	1.00	28,192	1.00	28,192	
	RCN	1.00	28,192	1.00	28,192	
East Cheshire NHS Trust	BMA, BDA, BAOT, Unite, CSP, RCM, RCN, UNISON, SOR	Not Recorded	-	Not Recorded	-	
East Kent Hospitals University NHS Trust	Staff Side Chair	0.34	9,666	0.34	9,666	294
East Lancashire Hospitals NHS Trust	UNISON	2.00	56,385	2.00	56,385	
East Sussex Hospitals NHS Trust	Staff Side Representative	0.50	14,096	0.50	14,096	295
Epsom and St Helier University Hospitals NHS Trust	RCN	0.64	18,124	0.64	18,124	
	UNISON	0.64	18,124	0.64	18,124	
	BMA	0.21	6,041	0.21	6,041	
Frimley Park Hospital NHS Foundation Trust	ACB, BAOT, BOS, BDA, BMA, CSP, GHP, RCM, RCN, SOR, Unite, UNISON	0.44	12,334	0.44	12,334	296
Gateshead Health NHS Foundation Trust	UNISON	0.80	22,554	0.80	22,554	
	UNISON, Unite, GMB, RCN, RCM, CSP, SOR, BMA, BDA, BDA, FCS	Not Recorded	-	Not Recorded	-	
	Staff Side Chair, Vice Chair and Secretary - UNISON & Unite	0.47	13,291	0.47	13,291	
	Union Learning Reps	0.06	1,611	0.06	1,611	
George Eliot Hospitals NHS Trust	Unite	1.00	28,192	1.00	28,192	
Gloucestershire Hospitals NHS Foundation Trust	<i>Not Provided</i>	0.86	24,245	0.86	24,245	297

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Great Ormond Street Hospital For Children NHS Trust	-	Not Recorded	-	Not Recorded	-	
Great Western Hospitals NHS Foundation Trust	Unite, GMBATU, UNISON	Not Recorded	-	Not Recorded	-	
Guy's and St Thomas' NHS Foundation Trust	UNISON	1.00	28,192	1.00	28,192	
	Unite	1.00	28,192	1.00	28,192	
Harrogate and District NHS Foundation Trust	UNISON	0.20	5,638	0.20	5,638	
	Staff Side Chair	0.20	5,638	0.20	5,638	
Heart Of England NHS Foundation Trust	UNISON	1.11	31,414	1.11	31,414	
	BDA	0.11	3,222	0.11	3,222	
	SOR	0.11	3,222	0.11	3,222	
	Unite	0.11	3,222	0.11	3,222	
	RCM	1.17	33,025	1.17	33,025	
	CSP	0.11	3,222	0.11	3,222	
	RCN	0.06	1,611	0.06	1,611	
	BOS	0.11	3,222	0.11	3,222	
Heatherwood and Wrexham Park Hospitals NHS Foundation Trust	-	Not Recorded	-	Not Recorded	-	
Wye Valley NHS Trust	-	0.30	8,357	0.27	7,568	
Hinchingbrooke Health Care NHS Trust	BMA, RCN, Unite, Unison, RCM, SOR	Not Recorded	-	Not Recorded	-	
Homerton University Hospital NHS Foundation Trust	UNISON	Not Recorded	-	0.20	5,638	298
Hull and East Yorkshire Hospitals NHS Trust	-	0.43	12,082	0.43	12,082	
Imperial College Healthcare NHS Trust	FCS	0.48	13,492	0.48	13,492	
	UNISON	2.40	67,662	2.40	67,662	
	CSP	0.06	1,812	0.06	1,812	
	RCN	0.71	20,137	0.71	20,137	
	RCM	0.04	1,208	0.04	1,208	
	SOR	0.15	4,229	0.15	4,229	
	Unite	0.52	14,700	0.52	14,700	

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Ipswich Hospital NHS Trust	-	0.50	14,096	0.50	14,096	299
James Paget University Hospital NHS Foundation Trust	UNISON	0.50	14,096	0.50	14,096	300
	All unions.	0.83	23,400	0.83	23,400	
Kettering General Hospital NHS Foundation Trust	UNISON	1.00	28,192	1.00	28,192	
King's College Hospital NHS Foundation Trust	ATU, GMB, Unite, TGWU, UNISON	Not Recorded	-	Not Recorded	-	301
Kingston Hospital Trust	-	Not Recorded	-	Not Recorded	-	302
Lancashire Teaching Hospital NHS Foundation Trust	Staff Side Secretary	1.00	28,192	1.00	28,192	303
Leeds Teaching Hospitals NHS Trust	Staff Side	0.72	20,403	0.72	20,403	304
	RCN	0.80	22,554	0.80	22,554	
	UNISON	0.20	5,638	0.20	5,638	
Liverpool Heart and Chest Hospital NHS Trust	RCN	0.20	5,638	0.20	5,638	
	UNISON	0.20	5,638	0.20	5,638	
Liverpool Women's NHS Foundation Trust	Unite	0.54	15,224	0.54	15,224	305
	RCM	0.54	15,224	0.54	15,224	
	RCN	0.08	2,255	0.08	2,255	
	UNISON	0.00	0	0.08	2,255	
	BMA	0.01	282	0.01	282	
Luton and Dunstable Hospital NHS Foundation Trust	-	0.60	16,915	0.60	16,915	
Maidstone and Tunbridge Wells NHS Trust	RCM	0.20	5,638	0.20	5,638	306
Medway NHS Foundation Trust	RCN	0.20	5,638	0.20	5,638	307
Mid Cheshire Hospitals NHS Foundation Trust	-	Not Recorded	-	Not Recorded	-	
Mid Essex Hospital Services NHS Trust	Staff side	1.00	28,192	0.50	14,096	308

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Mid Staffordshire NHS Foundation Trust	-	Not Recorded	-	Not Recorded	-	
Mid Yorkshire Hospitals NHS Trust			-		-	309
Milton Keynes Hospital NHS Foundation Trust	BOS	0.01	150	0.03	740	
	CSP	0.21	5,991	0.29	8,105	
	RCN	0.01	235	0.01	352	
	RCM	0.00	0	0.00	70	
	Unite	0.02	587	0.35	9,867	
Moorfields Eye Hospital NHS Foundation Trust	Unite, UNISON, GMG, BIOS, RCN	Not Recorded	-	Not Recorded	-	
Newham University Hospital NHS Trust	-	Not Recorded	-	Not Recorded	-	
Norfolk and Norwich University Hospitals NHS Foundation Trust	BAOT, BDA, BIOS, BMA, CSP, FCS, RCM, RCN, SOR, UNISON, Unite	3.00	84,577	3.00	84,577	
North Bristol NHS Trust	-	Not Recorded	-	0.08	2,291	
North Cumbria University Hospitals NHS Trust	UNISON	0.50	14,096	1.67	47,081	
North Middlesex University Hospital Trust	Staff side Representative	1.00	28,192	1.00	28,192	310
North Tees and Hartlepool NHS Foundation Trust	GMB	0.10	2,819	0.10	2,819	
	UNISON	1.00	28,192	1.00	28,192	
	Unite	0.30	8,458	0.30	8,458	
	PDA	0.00	0	0.03	846	
	BMA	0.10	2,819	0.10	2,819	
	CSP	0.03	846	0.03	846	
	FCS	0.03	846	0.03	846	
	RCN	0.20	5,638	0.20	5,638	

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
	RCM	0.03	846	0.03	846	
North West London Hospitals NHS Trust	-	Not Recorded	-	Not Recorded	-	
Northampton General Hospital NHS Trust	UNISON	1.40	39,469	1.40	39,469	
	RCN	0.40	11,277	0.40	11,277	
	GMB	0.10	2,819	0.10	2,819	
	Unite	0.40	11,277	0.40	11,277	
Northamptonshire Healthcare NHS Foundation trust	UNISON	2.60	73,300	2.60	73,300	
	Unite, RCN, GMB, UNISON, BMA	Not Recorded	-	Not Recorded	-	
Northern Devon Healthcare NHS Trust	RCN, RCM, BMA, UNISON, Unite	3.71	104,714	3.71	104,714	
Northern Lincolnshire and Goole Hospital NHS Foundation Trust	-	2.00	56,385	2.00	56,385	311
Northumbria Healthcare NHS Foundation Trust	UNISON	3.00	84,577	3.00	84,577	
Nottingham University Hospital NHS Trust	Staff Side Secretaries	5.00	140,962	5.00	140,962	312
Nuffield Orthopaedic Centre NHS Trust	Not Provided	1.00	28,192	1.00	28,192	
Oxford Radcliffe Hospital NHS Trust	RCN	1.00	28,192	1.00	28,192	
	UNISON	1.00	28,192	0.50	14,096	
Papworth NHS Foundation Trust	-	Not Recorded	-	Not Recorded	-	
Pennine Acute Hospital NHS Trust	UNISON, Unite	3.00	84,577	3.00	84,577	
Peterborough and Stamford Hospital NHS Foundation Trust	-	Not Recorded	-	Not Recorded	-	
Plymouth Hospitals NHS Trust	RCN	0.40	11,277	0.20	5,638	
	UNISON	0.40	11,277	0.20	5,638	
	GMB	0.20	5,638	0.40	11,277	
	Health and Safety Committee	0.40	11,277	0.40	11,277	
Poole Hospital NHS Foundation Trust	RCN	0.20	5,638	0.20	5,638	

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Portsmouth Hospitals NHS Trust	-	0.00	0	0.00	0	
Queen Victoria Hospital NHS Foundation Trust	-	Not Recorded	-	Not Recorded	-	
Robert Jones and Agens Hunt Orthopaedic and District Hospital NHS Trust	Staff side Chair plus other trade unions	0.71	20,137	0.71	20,137	
Berkshire Healthcare NHS Foundation Trust	UNISON, Unite, RCN, BMA, GMB	Not Recorded	-	Not Recorded	-	
Royal Bolton Hospital NHS Foundation Trust	Staff Side Chair	0.50	14,096	0.50	14,096	
Royal Brompton and Harefield NHS Trust	BMA	0.15	4,229	0.15	4,229	313
	RCN	0.15	4,229	0.15	4,229	
	UNISON	0.15	4,229	0.15	4,229	
	Unite	0.15	4,229	0.15	4,229	
	BDA	0.10	2,819	0.10	2,819	
	BAOT	0.10	2,819	0.10	2,819	
	CSP	0.10	2,819	0.10	2,819	
	Society of Radiographers	0.10	2,819	0.10	2,819	
Royal Cornwall Hospitals NHS Trust	COR	0.09	2,537	0.09	2,537	
	UNISON	0.49	13,814	0.49	13,814	
	RCN	0.40	11,277	0.40	11,277	
Royal Devon and Exeter NHS Foundation Trust	UNISON	1.00	28,192	0.00	0	
	RCN	0.40	11,277	2.00	56,385	
	Unite	0.10	2,819	0.00	0	
Royal Free Hampstead NHS Trust	Unite	0.95	26,783	0.95	26,783	314
	BAOT	0.44	12,405	0.44	12,405	
	BMA	0.48	13,532	0.48	13,532	
	CSP	0.58	16,352	0.58	16,352	
	RCM	0.44	12,405	0.44	12,405	
	RCN	0.80	22,554	0.80	22,554	
	SOR	0.58	16,352	0.58	16,352	
	UNISON	1.75	49,337	1.75	49,337	
Royal Liverpool and	RCN	1.09	30,730	1.09	30,730	

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Broadgreen University Hospitals NHS Trust	UNISON	2.40	67,662	2.80	78,939	
	Amicus	0.20	5,638	0.20	5,638	
Royal National Hospital For Rheumatic Diseases NHS Foundation Trust	-	1.44	40,597	1.44	40,597	
Royal National Orthopaedic Hospital NHS Trust	MiP/UNISON, RCN, BMA, GMB, SOR, CSP, BAOT	0.29	8,176	0.29	8,176	
Royal Surrey County Hospital NHS Trust	UNISON	0.37	10,471	0.37	10,471	
	CSP	0.10	2,819	0.10	2,819	
	FCS	0.20	5,638	0.20	5,638	
	BAOT	0.02	604	0.02	604	
	RCN	0.13	3,625	0.13	3,625	
Royal United Hospital Bath NHS Trust	RCN	0.80	22,554	0.45	12,687	
	UNISON	1.30	36,650	1.45	40,879	
Royal West Sussex NHS Trust	-	0.84	23,682	0.84	23,682	
Salford Royal NHS Foundation Trust	UNISON, GMB, AEEU, GMBATU	0.48	13,532	0.48	13,532	
Salisbury NHS Foundation Trust	UNISON, RCN	Not Recorded	-	Not Recorded	-	
Sandwell and West Birmingham Hospitals NHS Trust	Trust Convenor	1.00	28,192	1.00	28,192	315
Scarborough and North East Yorkshire Health Care NHS Trust	RCN	0.29	8,055	0.29	8,055	316
	Unite	0.64	18,124	0.64	18,124	
	RCM	0.14	4,027	0.14	4,027	
	BMA	0.21	6,041	0.21	6,041	
	SOR	0.29	8,055	0.29	8,055	
Sheffield Children's NHS Foundation Trust	GMB, Amicus, UNISON, UCATT	1.71	48,330	1.71	48,330	317
Sheffield Teaching Hospitals NHS Foundation Trust	UNISON	1.00	28,192	1.00	28,192	318
Sherwood Forest Hospitals NHS Foundation Trust	REFUSED TO PROVIDE	2.80	78,939	3.00	84,577	

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Shrewsbury and Telford Hospitals NHS Trust	RCN, UNISON	2.12	59,768	2.37	66,816	
Shropshire Community NHS Trust	-	Not Recorded	-	0.41	11,441	319
Solent	-	0.80	22,554	0.80	22,554	
South Devon Healthcare NHS Foundation Trust	RCN, GMB, Unite, UNISON	0.96	27,065	0.96	27,065	
South London Healthcare NHS Trust	BMA	0.27	7,612	0.27	7,612	320
	UNISON	0.80	22,554	1.00	28,192	
	GMB	0.80	22,554	1.00	28,192	
	Unite	0.40	11,277	0.20	5,638	
	SOR	0.40	11,277	0.40	11,277	
	RCM	0.40	11,277	0.40	11,277	
	RCN	0.00	0	0.20	5,638	
South Tees Hospital NHS Trust	UNISON	0.80	22,554	0.80	22,554	
South Tyneside NHS Foundation Trust	UNISON	1.00	28,192	1.00	28,192	321
	GMB	0.43	12,123	0.40	11,277	
South Warwickshire General Hospitals NHS Trust	UNISON	1.00	28,192	1.00	28,192	
Southampton University Hospital NHS Trust	RCN	1.00	28,192	1.20	33,831	
	Unite	1.40	39,469	1.40	39,469	
	SOR	0.20	5,638	0.00	0	322
	UNISON	0.60	16,915	0.00	0	323
Southend University Hospital NHS Foundation Trust	RCN	0.04	1,158	0.04	1,158	324
	UNISON	0.06	1,712	0.06	1,712	
	Unite	0.02	579	0.02	579	
	IBMS	0.02	579	0.02	579	
	SOR	0.02	579	0.02	579	
	CSP	0.03	856	0.03	856	
	FCS	0.02	579	0.02	579	

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
	BMA	0.03	831	0.03	831	
	RCM	0.02	579	0.02	579	
	BAOT	0.02	579	0.02	579	
	BDA	0.02	579	0.02	579	
	BOS	0.02	579	0.02	579	
Southport and Ormskirk Hospital NHS Trust	-	0.60	16,915	0.60	16,915	
St George's Healthcare NHS Trust	UNISON	1.20	33,831	1.20	33,831	325
St Helens and Knowsley Hospitals NHS Trust	-	Not Recorded	-	Not Recorded	-	
Stockport NHS Foundation Trust	Amicus, GMBATU, UCATT, UNISON	0.20	5,638	0.20	5,638	326
Surrey and Sussex Healthcare NHS Trust	-	Not Recorded	-	Not Recorded	-	
Sussex Community NHS Trust	-	Not Recorded	-	Not Recorded	-	
Tameside Hospital NHS Foundation Trust	-	Not Recorded	-	Not Recorded	-	
Taunton and Somerset NHS Foundation Trust	BDA	0.09	2,416	0.09	2,416	
	Unite	1.20	33,831	1.20	33,831	
	CSP	0.17	4,833	0.17	4,833	
	UNISON	1.17	33,025	1.37	38,664	
	RCN	0.30	8,458	0.30	8,458	
	BMA	0.17	4,833	0.17	4,833	
	SOR	0.46	12,888	0.66	18,526	
The Christie NHS Foundation Trust	RCN	0.21	5,920	0.21	5,920	
	Unison	0.27	7,612	0.27	7,612	
	UNITE	0.08	2,255	0.08	2,255	
The Dudley Group of Hospitals NHS Foundation Trust	Staff Side Secretary	0.50	14,096	0.50	14,096	
The Hillingdon Hospital NHS Trust	UNITE	0.46	12,968	0.46	12,968	
	CSP	0.03	846	0.03	846	

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
	RCN	1.00	28,192	1.00	28,192	
	UNISON	1.00	28,192	1.00	28,192	
	RCM	0.11	3,101	0.11	3,101	
	SOR	0.04	1,128	0.04	1,128	
	BDA	0.03	846	0.03	846	
	GMB	0.03	846	0.03	846	
	FCS	0.03	846	0.03	846	
	BOSTU	0.03	846	0.03	846	
The Lewisham Healthcare NHS Trust		-	-	-	-	327
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	UNISON	1.00	28,192	1.00	28,192	
The Princess Alexandra Hospital NHS Trust	Unite	0.60	16,915	0.60	16,915	328
	RCN, UNISON	0.40	11,277	0.40	11,277	
The Queen Elizabeth Hospital King's Lynn NHS Foundation Trust	UNISON	0.20	5,638	0.20	5,638	329
The Rotherham NHS Foundation Trust	-	0.00	0	0.00	0	
The Royal Bournemouth and Christchurch Hospitals NHS Foundation Trust	-	0.00	0	0.00	0	
The Royal Marsden NHS Foundation Trust	-	Not Recorded	-	Not Recorded	-	
The Royal Orthopaedic Hospital NHS Foundation Trust	RCN, UNISON, unite, CSP, SOR, BMA	Not Recorded	-	Not Recorded	-	330
The Royal Wolverhampton NHS Trust	-	Not Recorded	-	Not Recorded	-	
The Whittington Hospital NHS Trust	-	Not Recorded	-	Not Recorded	-	331
Trafford Healthcare NHS Trust	UNISON	0.00	0	0.40	11,277	
	RCN	0.00	0	0.21	5,873	
United Lincolnshire Hospitals NHS Trust	-	Not Recorded	-	Not Recorded	-	

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
University College London Hospitals NHS Foundation Trust	BMA, BDA, CSP, BOCTU, RCM, RCN, SOR, UNISON, Unite	Not Recorded	-	Not Recorded	-	332
University Hospital Birmingham NHS Foundation Trust			-		-	333
University Hospital Of North Staffordshire NHS Trust	All NHS Unions	1.00	28,192	1.00	28,192	
University Hospital Of South Manchester NHS Foundation Trust	-	Not Recorded	-	Not Recorded	-	
University Hospitals Bristol NHS Foundation Trust	RCM	0.40	11,277	0.40	11,277	
	UNISON	1.20	33,831	1.20	33,831	
	Unite	0.20	5,638	0.20	5,638	
	BDA	0.40	11,277	0.40	11,277	
University Hospitals Coventry and Warwickshire NHS Trust	Unite	1.00	28,192	1.00	28,192	334
University Hospitals Of Leicester NHS Trust	Staff Side Chair	1.00	28,192	1.00	28,192	
	Staff Side Secretary	0.40	11,277	0.40	11,277	
	UNISON	1.20	33,831	1.20	33,831	
	RCN	0.20	5,638	0.20	5,638	
University Hospitals Of Morecambe Bay NHS Trust	-	Not Recorded	-	Not Recorded	-	
Walsall Healthcare NHS Trust	Amicus, TGWU, UNISON	Not Recorded	-	Not Recorded	-	
Walton Centre For Neurology and Neurosurgery NHS Trust	UNISON	0.40	11,277	0.40	11,277	335
Warrington and Halton Hospitals NHS Foundation Trust	-	Not Recorded	-	Not Recorded	-	
West Hertfordshire Hospitals NHS Trust	UNISON, RCN	0.40	11,277	0.40	11,277	
West Middlesex University Hospital NHS Trust	-	Not Recorded	-	Not Recorded	-	
West Suffolk Hospitals NHS Trust	UNISON	0.60	16,915	0.60	16,915	336

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Weston Area Health NHS Trust	-	Not Recorded	-	Not Recorded	-	337
Whipps Cross University Hospital NHS Trust	AEEU, ACB, ABDO, BAOT, BDA, BDA, BMA, BOS, COP, CDNA, GMB, MSF, RCM, RCN, SCP, SOR, UCATT, UNISON, Unite	Not Recorded	-	Not Recorded	-	
Winchester and Eastleigh Healthcare NHS Trust	Not Specified	0.40	11,277	0.40	11,277	
Wirral University Teaching Hospital NHS Foundation Trust	-	Not Recorded	-	Not Recorded	-	
Worcestershire Health and Social Care Trust	BMA	2.67	75,274	1.00	28,192	
	RCN	5.00	140,962	3.00	84,577	
	UNISON	6.60	186,070	6.80	191,708	
	Unite	4.00	112,769	4.00	112,769	
Wrightington, Wigan and Leigh NHS Foundation Trust	Amicus, GMB, UCATT, UNISON	Not Recorded	-	Not Recorded	-	338
Yeovil District Hospital NHS Foundation Trust	RCN, RCM, BMA, Unison, Unite, CSP, SOR (for 2011 only)	0.45	12,687	0.50	14,096	
York Hospitals NHS Foundation Trust	UNISON, RCN, RCM	3.00	84,577	-	-	
	RCN	-	-	1.70	47,927	

Table 8: Facility time in NHS Mental Health Trusts

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
2gether NHS Foundation Trust (Mental Health)	UNISON	0.50	14,096	0.50	14,096	
5 Boroughs Partnership NHS Trust (Mental Health)	UNISON	1.50	42,289	1.50	42,289	
Avon and Wiltshire Mental Health Partnership NHS Trust	BDA, BMA, CSP, GMB, RCN, UNISON, Unite	1.35	38,060	1.35	38,060	
Barnet, Enfield and Haringey Mental Health NHS Trust	UNISON	1.03	29,038	2.03	57,230	339
	Ad Hoc	0.50	14,096	0.50	14,096	340
Birmingham and Solihull Mental Health NHS Foundation Trust	RCN	1.00	28,192	1.00	28,192	
	UNISON	1.00	28,192	1.00	28,192	
	Unite	0.40	11,277	0.40	11,277	
Bradford District Care Trust (Mental Health)	RCN	Not Recorded	-	0.80	22,554	341
	UNISON	Not Recorded	-	1.00	28,192	
Calderstones NHS Trust (Mental Health)	RCN, GMB, Unite	1.50	42,289	1.50	42,289	342
Cambridgeshire and Peterborough NHS Foundation Trust (Mental Health)	Unite	0.05	1,410	0.05	1,410	
	RCN	0.13	3,524	0.13	3,524	
	UNISON	1.40	39,469	1.40	39,469	
Camden and Islington Mental Health and Social Care Trust	UNISON, RCN, BMA	Not Recorded	-	Not Recorded	-	
Central and North West London NHS Foundation Trust (Mental Health)	-	Not Recorded	-	Not Recorded	-	343
Cheshire and Wirral Partnership NHS Foundation Trust (Mental Health)	Unite, RCN, UNISON, CSP, CPHVA, BAOT	1.49	41,886	1.49	41,886	344
Cornwall Partnership NHS Trust (Mental Health)	BMA, GMB, RCN, UCATT, UNISON, Unite	1.00	28,192	1.00	28,192	
Coventry and	RCN	2.00	56,385	2.00	56,385	345

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Warwickshire Partnership NHS Trust (Mental Health)	Unite	2.90	81,758	2.90	81,758	
	BDA	0.26	7,330	0.29	8,176	
	UNISON	0.50	14,096	1.00	28,192	
	CSP	0.85	23,964	0.94	26,501	
Cumbria Partnership NHS Foundation Trust (Mental Health)	UNISON	1.30	36,650	1.74	49,055	
	Unite	0.03	846	1.39	39,187	
	RCN	0.03	846	1.81	51,028	
	CSP	0.00	0	0.80	22,554	
	SOP	0.00	0	0.27	7,612	
	BMA	0.01	169	0.00	0	
Derbyshire Mental Health Services NHS Trust (Mental Health)	RCN	0.50	14,096	0.50	14,096	
	UNISON	2.00	56,385	2.00	56,385	
Devon Partnership NHS Trust (Mental Health)	-	Not Recorded	-	Not Recorded	-	
Dorset HealthCare University NHS Foundation Trust	UNISON	1.52	42,852	1.52	42,852	
	Unite, CIP, RCN, BMA	Not Recorded	-	Not Recorded	-	
Dudley and Walsall Mental Health Partnership NHS Trust	UNISON	1.00	28,192	1.00	28,192	
East London NHS Foundation Trust (Mental Health)	BMA, RCN, Unite, UNISON, GMB, BDA, NMC, CDNA, CSP, BAOT	2.00	56,385	2.00	56,385	
Greater Manchester West Mental Health NHS Foundation Trust	RCN	0.40	11,277	0.40	11,277	
	UNISON	2.40	67,662	2.40	67,662	
Hertfordshire Partnership NHS Foundation Trust (Mental Health)	RCN	0.60	16,915	0.60	16,915	
	UNISON	2.20	62,023	3.20	90,216	
Humber Mental Health Teaching NHS Trust	-	Not Recorded	-	Not Recorded	-	

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Kent and Medway NHS and Social Care Partnership Trust (Mental Health)	-	Not Recorded	-	Not Recorded	-	
Lancashire Care NHS Foundation Trust (Mental Health)	UNISON; Unite	1.20	33,831	1.00	28,192	346
Leeds Partnerships NHS Foundation Trust (Mental Health)	UNISON	2.40	67,662	2.40	67,662	
Leicestershire Partnership NHS Trust (Mental Health)	-	1.00	28,192	0.43	12,082	
Lincolnshire Partnership NHS Foundation Trust (Mental Health)	-	Not Recorded	-	Not Recorded	-	
Manchester Mental Health and Social Care Trust	UNISON	1.00	28,192	1.00	28,192	
	RCN	1.10	31,012	1.10	31,012	
	BMA	1.10	31,012	1.10	31,012	
	Unite	0.10	2,819	0.10	2,819	
Mersey Care NHS Trust (Mental Health)	UNISON	2.50	70,481	2.50	70,481	347
	RCN	2.00	56,385	1.87	52,720	
	POA	1.50	42,289	1.50	42,289	
Norfolk and Waveney Mental Health NHS Foundation Trust	UNISON, UCATT, Amicus, TGWU	Not Recorded	-	Not Recorded	-	348
North East London NHS Foundation Trust (Mental Health)	-	Not Recorded	-	Not Recorded	-	
North Essex Partnership NHS Foundation Trust (Mental Health)	UNISON	Not Recorded	-	1.00	28,192	349
North Staffordshire Combined Healthcare NHS Trust (Mental Health)	UNISON	1.33	37,496	1.33	37,496	
Northumberland, Tyne and Wear NHS Trust (Mental Health)	UNISON	3.75	105,721	4.00	112,769	
Nottinghamshire Healthcare NHS Trust (Mental Health)	-	0.10	2,886	0.10	2,886	
Oxfordshire and	Unite	0.40	11,277	0.40	11,277	

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Buckinghamshire Mental Health NHS Foundation Trust (Mental Health)	UNISON	0.54	15,224	0.54	15,224	
	RCN	0.20	5,638	0.20	5,638	
	BMA	0.05	1,410	0.05	1,410	
Oxfordshire Learning Disability NHS Trust (Mental Health)	-	Not Recorded	-	0.50	14,096	
Oxleas NHS Foundation Trust (Mental Health)	-	Not Recorded	-	Not Recorded	-	
Pennine Care NHS Foundation Trust (Mental Health)	UNISON	2.54	71,496	2.51	70,624	
	RCN	0.10	2,744	0.02	696	
	Unite	0.03	873	0.05	1,317	
	BMA	0.02	503	0.02	503	
Rotherham, Doncaster and South Humber Mental Health NHS Foundation Trust	-	Not Recorded	-	Not Recorded	-	
Sandwell Mental Health NHS and Social Care Trust	Staff Side	1.00	28,192	1.00	28,192	350
Sheffield Health and Social Care NHS Foundation Trust (Mental Health)	UNISON	1.40	39,469	1.50	42,289	351
Somerset Partnership NHS Foundation Trust (Mental Health)	UNISON	0.40	11,277	0.40	11,277	352
	RCN	0.20	5,638	0.20	5,638	
	Amicus	0.40	11,277	0.40	11,277	
	BMA	0.80	22,554	0.80	22,554	
	MiP	0.20	5,638	0.20	5,638	
South Essex Partnership University NHS Foundation Trust (Mental Health)	-	Not Recorded	-	Not Recorded	-	
South London and Maudsley NHS Foundation Trust (Mental Health)	UNISON, GMB, RCN, BAOT, Medics	Not Recorded	-	Not Recorded	-	

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
South Staffordshire and Shropshire Healthcare NHS Foundation Trust (Mental Health)	Staff Side Chair	0.21	6,041	0.21	6,041	353
	Deputy Staff Side Chair	0.11	3,021	0.11	3,021	
	Staff Side Secretary	0.21	6,041	0.21	6,041	
	Deputy Staff Side Secretary	0.11	3,021	0.11	3,021	
South West London and St George's Mental Health NHS Trust	Amicus, UCATT, TGWU, UNISON, GMWU	Not Recorded	-	Not Recorded	-	
South West Yorkshire Partnership NHS Foundation Trust (Mental Health)	UNISON	0.40	11,277	1.00	28,192	354
Suffolk Mental Health Partnership NHS Trust (Mental Health)	UNISON	1.00	28,192	1.00	28,192	355
	Learning Reps	0.03	805	0.03	805	
Surrey and Borders Partnership NHS Foundation Trust (Mental Health)	GMB	1.00	28,192	1.00	28,192	
	UNISON	0.40	11,277	0.40	11,277	
Sussex Partnership NHS Foundation Trust (Mental Health)	Staff-side Secretary	2.00	56,385	2.00	56,385	356
	UNISON	0.30	8,458	0.30	8,458	
	RCN, BMA, GMB, Unite, BAOT	Not Recorded	-	Not Recorded	-	
Tavistock and Portman NHS Foundation Trust (Mental Health)	Unite	0.05	1,384	0.05	1,384	
	UNISON	0.06	1,821	0.06	1,821	
	BMA	0.04	1,074	0.04	1,074	
	Staff-Side Chair	0.50	14,096	0.50	14,096	
Tees, Esk and Wear Valleys NHS Foundation Trust (Mental Health)	UNISON	0.80	22,554	0.80	22,554	
	RCN	0.40	11,277	0.40	11,277	
	GMB	0.20	5,638	0.20	5,638	
West London Mental Health NHS Trust (Mental Health)	UNISON	1.00	28,192	1.00	28,192	
	Unite	1.00	28,192	1.00	28,192	
	RCN	1.00	28,192	1.00	28,192	
	BMA, POA, RCN, UNISON, Unite	Not Recorded	-	Not Recorded	-	

Table 9: Facility time in NHS Ambulance Trusts

Trust	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Welsh Ambulance Services NHS Trust	-	1.00	28,192	1.00	28,192	
Northern Ireland Ambulance Service	-	Not Recorded	-	Not Recorded	-	
Scottish Ambulance Service	UNISON, Unite	2.00	56,385	2.00	56,385	357
East Midlands Ambulance Service NHS Trust	UNISON	5.00	140,962	5.00	140,962	
	GMB	2.00	56,385	2.00	56,385	
East Of England Ambulance Service NHS Trust	UNISON	3.00	84,577	1.75	49,337	358
Great Western Ambulance Service NHS Trust	-	Not Recorded	-	Not Recorded	-	
London Ambulance Service NHS Trust	Unison, GMB, Unite	5.50	155,058	5.50	155,058	359
North East Ambulance Service NHS Trust	UNISON	1.00	28,192	1.00	28,192	
	Various	0.53	14,942	0.53	14,942	
North West Ambulance Service NHS Trust	UNISON	3.47	97,868	3.47	97,868	
	GMB	2.44	68,870	2.44	68,870	
	Unite	1.76	49,538	1.76	49,538	
South Central Ambulance Service NHS Trust	-	0.68	19,198	Not Provided	-	
South East Coast Ambulance Service NHS Trust	UNISON	2.00	56,385	2.00	56,385	
	GMB	0.40	11,277	0.60	16,915	
	Unite	0.20	5,638	0.20	5,638	
	APAP	0.20	5,638	0.20	5,638	
	Coordinator	1.00	28,192	1.00	28,192	
South Western Ambulance Service NHS Trust	UNISON	2.20	62,023	2.90	81,758	
West Midlands Ambulance Service NHS Trust	UNISON, Unite, GMB, APAP	4.00	112,769	4.00	112,769	360
	Various	Nothing provided	-	1.64	46,246	
Yorkshire Ambulance Service NHS Trust	UNISON	4.00	112,769	4.00	112,769	
	Unite	0.50	14,096	0.50	14,096	
	Chair and Secretary	1.00	28,192	1.00	28,192	

Table 10: Facility time in Police Authorities

Authority	Union	Paid staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11(FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Avon and Somerset Police Authority	-	0.00	0	0.00	0	
Bedfordshire Police Authority	-	0.00	0	0.00	0	
Cambridgeshire Police Authority	-	Not Recorded	-	Not Recorded	-	
Cheshire Police Authority	-	0.00	0	0.00	0	
City of London Police Authority	-	0.00	0	0.00	0	
Cleveland Police Authority	-	Information Not Held	-	Information Not Held	-	
Cumbria Police Authority	-	0.00	0	0.00	0	
Derbyshire Police Authority	-	0.00	0	0.00	0	
Devon and Cornwall Police Authority	-	0.00	0	0.00	0	
Dorset Police Authority	-	0.00	0	0.00	0	
Durham Police Authority	-	0.00	0	0.00	0	
Dyfed Powys Police Authority	-	0.00	0	0.00	0	
Essex Police Authority	-	0.00	0	0.00	0	
Gloucestershire Police Authority	-	0.00	0	0.00	0	
Greater Manchester Police Authority	-	0.00	0	0.00	0	
Gwent Police Authority	-	0.00	0	0.00	0	
Hampshire Police Authority	-	0.00	0	0.00	0	
Hertfordshire Police Authority	-	0.00	0	0.00	0	
Humberside Police Authority	UNISON	0.00	0	0.00	34	
Kent Police Authority	-	0.00	0	0.00	0	
Lancashire Police Authority	-	Not Recorded	-	Not Recorded	-	
Leicestershire Police Authority	-	0.00	0	0.00	0	

Authority	Union	Paid staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11(FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Lincolnshire Police Authority	-	0.00	0	0.00	0	
Merseyside Police Authority	UNISON	0.00	117	0.00	134	
Metropolitan Police Authority	-	0.12	3,383	0.12	3,383	361
Norfolk Police Authority	-	0.00	0	0.00	0	
North Wales Police Authority	-	0.00	0	0.00	0	
North Yorkshire Police Authority	-	0.00	0	0.00	0	
Northamptonshire Police Authority	-	0.00	0	0.00	0	
Northumbria Police Authority	-	0.00	0	0.00	0	
Nottinghamshire Police Authority	-	0.00	0	0.00	0	
Scottish Police Services Authority	UNISON, Unite	1.00	28,192	1.00	28,192	
South Wales Police Authority	-	0.00	0	0.00	0	
South Yorkshire Police Authority	-	0.00	0	0.00	0	
Staffordshire Police Authority	-	0.00	0	0.00	0	
Strathclyde Police Authority	-	0.00	0	0.00	0	
Suffolk Police Authority	-	0.00	0	0.00	0	
Surrey Police Authority	-	0.00	0	0.00	0	
Sussex Police Authority	-	0.00	0	0.00	0	
Thames Valley Police Authority	-	0.00	0	0.00	0	
Warwickshire Police Authority	-	0.00	0	0.00	0	
West Mercia Police Authority	-	0.00	0	0.00	0	
West Midlands Police Authority	-	0.00	0	0.00	0	
West Yorkshire Police Authority	-	0.00	0	0.00	0	
Wiltshire Police Authority	-	0.00	0	0.00	0	

Table 11: Facility time in Police Forces

Force	Union	Paid staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11(FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Avon and Somerset Constabulary	UNISON	3.78	106,567	3.78	106,567	
Bedfordshire Police	Police Federation	3.00	84,577	3.00	84,577	
	UNISON	1.00	28,192	1.00	28,192	
Cambridgeshire Constabulary	UNISON	2.00	56,385	2.00	56,385	362
Central Scotland Police	UNISON	0.30	8,391	0.30	8,391	363
Cheshire Constabulary	UNISON	3.00	84,577	3.00	84,577	
City of London Police	-	Not Recorded	-	Not Recorded	-	
Cleveland Police	UNISON	1.00	28,192	1.00	28,192	364
Cumbria Constabulary	UNISON	2.00	56,385	2.00	56,385	
Derbyshire Constabulary	UNISON	2.00	56,385	2.00	56,385	365
Devon and Cornwall Constabulary	UNISON	3.83	107,936	3.83	107,936	
	GMB	2.46	69,273	2.46	69,273	
	Unite	0.50	14,096	0.50	14,096	
Dorset Police	UNISON	2.10	59,204	2.10	59,204	366
	Police Federation	2.00	56,385	2.00	56,385	
Dumfries and Galloway Constabulary	UNISON, Unite	Not Recorded	-	Not Recorded	-	
Durham Constabulary	Unison, GMB, Unite	2.70	76,119	1.70	47,927	367
Dyfed Powys Police	Police Federation	2.00	56,385	2.00	56,385	368
	UNISON	1.00	28,192	1.00	28,192	
Essex Police	UNISON	4.00	112,769	4.00	112,769	
Fife Constabulary	-	0.00	0	0.00	0	
Gloucestershire Constabulary	UNISON	2.50	70,481	2.50	70,481	369
	Police Federation	2.50	70,481	2.50	70,481	
Grampian Police	UNISON	1.00	28,192	1.00	28,192	
Greater Manchester Police	UNISON	3.00	84,577	3.00	84,577	370
	Police Federation	13.00	366,501	13.00	366,501	

Force	Union	Paid staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11(FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Gwent Constabulary	Police Federation, UNISON, SUPT Association	3.00	84,577	3.00	84,577	371
Hampshire Constabulary	UNISON	1.00	28,192	1.92	54,035	
Hertfordshire Constabulary	UNISON	4.31	121,509	4.31	121,509	
Humberside Police	Not Provided	2.00	56,385	2.00	56,385	
Kent Police	Not Provided	3.57	100,647	3.57	100,647	
Lancashire Constabulary	UNISON	2.00	56,385	2.85	80,466	372
Leicestershire Constabulary	UNISON	2.00	56,385	2.00	56,385	
Lincolnshire Police	UNISON	2.00	56,385	2.00	56,385	
Lothian and Borders Police	UNISON	0.40	11,277	0.40	11,277	
Merseyside Police	UNISON	3.00	84,577	3.00	84,577	
Metropolitan Police	PCS	8.00	225,539	8.00	225,539	373
	Prospect	2.00	56,385	2.00	56,385	374
	Unite	2.00	56,385	2.00	56,385	375
	MET TUS Secretariat	4.00	112,769	4.00	112,769	376
Norfolk Constabulary	UNISON	1.76	49,538	1.76	49,538	377
North Wales Police	Police Federation	3.00	84,577	3.00	84,577	378
	-	2.00	56,385	2.00	56,385	
North Yorkshire Police	-	-	-	-	-	
Northamptonshire Police	UNISON	2.57	72,495	2.57	72,495	
Northern Constabulary	Police Federation	3.00	84,577	3.00	84,577	379
	UNISON, Unite, GMB, APAP	Not Recorded	-	Not Recorded	-	
Northumbria Police	Police Federation	1.00	28,192	1.00	28,192	380
Nottinghamshire Police	Not Provided	2.00	56,385	2.00	56,385	381
Police Service of Northern Ireland	NIPSA	3.00	84,577	3.00	84,577	

Force	Union	Paid staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11(FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
South Wales Constabulary	UNISON	1.00	28,192	1.00	28,192	382
	Police Federation	3.00	84,577	3.00	84,577	383
South Yorkshire Police	UNISON	1.77	49,941	1.77	49,941	
Staffordshire Police	UNISON	3.00	84,577	3.00	84,577	
Strathclyde Police	UNISON, Unite	1.00	28,192	1.50	42,289	
Suffolk Constabulary	UNISON	1.00	28,192	1.92	54,035	384
Surrey Police	UNISON	2.00	56,385	1.00	28,192	
Sussex Police	Police Federation	4.00	112,769	4.00	112,769	385
	UNISON	2.00	56,385	2.00	56,385	
Tayside Police	UNISON	1.00	28,192	1.00	28,192	386
	UNISON, Unite	Not Recorded	-	Not Recorded	-	
Thames Valley Police	UNISON	2.00	56,385	2.00	56,385	387
	Police Federation	6.00	169,154	6.00	169,154	
Warwickshire Police	UNISON	1.45	40,879	1.45	40,879	
West Mercia Constabulary	UNISON	2.00	56,385	2.00	56,385	388
	Police Federation	4.00	112,769	4.00	112,769	389
West Midlands Police	UNISON	1.00	28,192	1.00	28,192	390
	T&G	2.00	56,385	2.00	56,385	
	Police Federation	5.00	140,962	5.00	140,962	
West Yorkshire Police	UNISON, GMB	3.29	92,699	4.32	121,798	
Wiltshire Constabulary	UNISON	2.41	68,048	2.41	68,048	391

Table 12: Facility time in Fire Services

Fire Service	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Avon Fire and Rescue Service	All unions	1.00	28,192	0.81	22,740	392
Bedfordshire & Luton Fire and Rescue Service	FBU	0.52	14,767	0.52	14,625	
Buckinghamshire Fire & Rescue Service	FBU	0.41	11,512	0.48	13,509	
Cambridgeshire Fire & Rescue Service	FBU	1.00	28,192	1.00	28,192	
Central Scotland Fire & Rescue Service	FBU	0.50	14,096	0.50	14,096	393
	Other Unions	0.04	1,175	0.04	1,175	
Cheshire Fire & Rescue Service	UNISON	0.00	59	0.01	294	
	FBU	1.08	30,542	1.08	30,366	
	FOA	0.00	117	0.00	0	
Cleveland Fire & Rescue Service	FBU	1.36	38,342	1.29	36,368	
	UNISON	0.00	0	0.00	0	
	GMB	0.00	0	0.00	0	
Cornwall Fire Brigade	FBU, RFU, FOA, GMB	0.06	1,762	0.05	1,292	
County Durham and Darlington Fire & Rescue Service	FBU	1.00	28,192	1.00	28,192	
Cumbria Fire & Rescue Service	-	-	-	-	-	394
Derbyshire Fire & Rescue Service	FBU	1.20	33,709	0.82	23,217	
Devon and Somerset Fire & Rescue Service	FBU	3.41	96,089	3.09	87,044	
	UNISON	0.25	7,048	0.25	7,048	
	RFU	0.50	14,096	0.50	14,096	
	FOA	0.10	2,819	0.10	2,819	
Dorset Fire & Rescue Service	FBU	0.60	16,915	0.60	16,915	395
	UNISON	Not Recorded	-	Not Recorded	-	
	RFU	0.06	1,611	0.06	1,611	
Dumfries and Galloway Fire Brigade	FBU	0.06	1,821	0.07	1,879	
East Sussex Fire & Rescue Service	FBU	1.13	31,817	1.13	31,817	
Fife Fire & Rescue Service	FBU	1.00	28,192	1.00	28,192	

Fire Service	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Gloucestershire Fire & Rescue Service	FBU	0.24	6,763	0.14	3,834	
	RFU	Not Recorded	-	Not Recorded	-	
	FOA	Not Recorded	-	Not Recorded	-	
	Unite	0.06	1,762	0.11	3,172	
	UNISON	0.06	1,762	0.00	0	
	GMB	0.00	0	0.00	0	
Greater Manchester Fire & Rescue Service	FBU	1.00	28,192	1.00	28,192	
Hampshire Fire & Rescue	FBU	1.13	31,928	0.45	12,736	
Hereford & Worcester Fire & Rescue Service	-	0.00	0	0.00	0	
Hertfordshire Fire & Rescue Service	Not Provided	0.09	2,537	0.03	846	
Highlands & Islands Fire & Rescue Service	Not Provided	0.75	21,144	0.75	21,144	
Humberside Fire & Rescue Service	FBU	1.00	28,192	1.00	28,192	
Isle of Man Fire & Rescue Service	-	0.02	671	0.02	671	396
Isles of Scilly Fire & Rescue Service	-	-	-	-	-	397
Kent Fire & Rescue Service	FBU	2.64	74,428	2.64	74,428	
	UNISON	0.24	6,766	0.24	6,766	
	Unite	0.12	3,383	0.12	3,383	
Lancashire Fire & Rescue Service	FBU	1.60	45,108	1.60	45,108	
Leicestershire Fire & Rescue Service	FBU	0.13	3,524	0.13	3,524	398
	FOA	0.01	352	0.01	352	
	RFU	0.01	352	0.01	352	
	UNISON	0.01	352	0.01	352	
	APFU	0.01	352	0.01	352	
Lincolnshire Fire & Rescue Service	FBU, RFU, FOA, UNISON	0.69	19,332	0.69	19,332	
London Fire Brigade	GMB	0.50	14,096	0.50	14,096	
	FBU	2.00	56,385	2.00	56,385	
Lothian & Borders Fire & Rescue Service	FBU	2.16	60,895	1.17	32,985	399
Merseyside Fire & Rescue Service	FBU	2.45	69,071	1.81	51,028	
	UNISON	0.09	2,537	0.18	5,075	

Fire Service	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
	GMB	0.00	0	0.01	282	
	Unite	0.00	0	0.00	0	
Mid and West Wales Fire & Rescue Service	FBU	0.20	5,580	0.15	4,229	
	RFU	0.05	1,410	0.02	587	
Norfolk Fire & Rescue Service	Cannot Provide	0.30	8,412	0.49	13,857	400
North Wales Fire & Rescue Service	Not Provided	0.50	14,096	0.50	14,096	
	FBU	0.07	2,014	0.07	2,014	
North Yorkshire Fire & Rescue Service	FBU	1.00	28,192	1.00	28,192	
Northamptonshire Fire & Rescue Service	FOA	0.01	168	0.01	168	401
	FBU	0.19	5,370	0.19	5,370	402
	RFU	0.00	134	0.01	420	403
	UNISON	Not Recorded	#VALUE!	0.05	1,510	404
	APFO	0.01	168	0.01	168	405
Northern Ireland Fire & Rescue Service	FBU	2.50	70,481	2.00	56,385	
Nottinghamshire Fire & Rescue Service	FBU; RFU	1.24	34,959	0.74	20,862	
Oxfordshire Fire & Rescue Service	-	-	-	-	-	406
Royal Berkshire Fire & Rescue Service	FBU	0.39	10,995	0.25	7,048	
	UNISON	0.01	282	0.01	197	
	RFU	0.00	0	0.00	0	
Shropshire Fire & Rescue Service	UNISON	0.04	1,074	0.06	1,829	
	RFU	0.05	1,426	0.03	839	
	FBU	0.34	9,465	0.19	5,336	
	FOA	0.10	2,819	0.02	671	
South Wales Fire & Rescue Service	FBU	1.50	42,289	1.50	42,289	
South Yorkshire Fire & Rescue Service	FBU	0.47	13,156	0.51	14,331	
	UNISON	0.05	1,351	0.02	638	
Staffordshire Fire & Rescue Service	FBU	1.50	42,289	1.50	42,289	
Strathclyde Fire & Rescue Service	-	7.59	213,980	8.80	248,093	
Suffolk Fire & Rescue Service	FOA, FBU, RFU, UNISON	0.80	22,554	Not Recorded	-	
Surrey Fire & Rescue Service	-	-	-	-	-	407

Fire Service	Union	Paid Staff Time 2009-10 (FTE)	Estimated Cost of Paid Staff Time 2009-10 (£)	Paid Staff Time 2010-11 (FTE)	Estimated Cost of Paid Staff Time 2010-11 (£)	Note
Tayside Fire & Rescue Service	FBU	0.40	11,344	0.37	10,337	
Tyne and Wear Fire & Rescue Service	FBU	4.15	116,998	3.11	87,678	408
Warwickshire Fire & Rescue Service	-	-	-	-	-	409
West Midlands Fire & Rescue Service	FBU	1.00	28,192	1.00	28,192	
	UNISON	1.00	28,192	0.50	14,096	
West Sussex Fire & Rescue Service	FBU, RFU	0.25	7,048	0.25	7,048	410
West Yorkshire Fire & Rescue Service	FBU, FOA, UNISON	1.00	28,192	1.00	28,192	
Wiltshire Fire and Rescue Service	FBU	0.50	14,096	0.50	14,096	411

Table 13: Notes

Number	Note
1	Increase is due to increased activity relating to the organisations redundancy programme
2	AHVLA was formed in 2010-11 after a merger of Animal Health and Veterinary Laboratory Agency
3	Have held approximately 15 meetings over 2 years, lasting around 1 hour. 11-12 people in attendance at each meeting
4	Will drop to 0.5FTE as of 1 September 2011
5	2009-10 data and trade union names from 2010 publication
6	1 Employee seconded to carry out TU activities: the information provided is an average amount of time spent over a 3 month period.
7	2009-10 figure taken from our 2010 publication
8	Figures are for the calendar years 2009 and 2010.
9	2 Employees work 4-5 days a year. (a midpoint of 4.5 days was taken
10	Included in Home Office Response
11	Estimate
12	Included in MOD Response
13	2010-11 figures include Defence Storage and Distribution Agency
14	Included in MOD Response
15	2010-11 figures are included in Defence, Equipment and Support Response
16	Included in MOD Response
17	Consisting 4 fulltime officials and an Estimated 141 days in 2009-10 and 95 days in 2010-11 spent by part time officials.
18	Included in DWP Response
19	Estimate
20	Estimate
21	But both are members of UNISON
22	Temporary Position
23	2nd 10-11 rep was representing NUS
24	Response stated that substantially less than 1 FTE was spent on trade union activities, because a firm response was not received an approximation of 0.5 has been used.
25	Included in FCO response
26	No Unions recognised!
27	Estimate - less than 1 day per week collectively.
28	The partnership agreement with PCS was signed on 3 December 2010
29	No Unions recognised
30	E-mail circulator.
31	A couple of union days a year so not recorded.
32	Did carry out a study into use of facility time by PCS representatives for the periods 01 July 2010 to 30 September 2010 and 01 October 2010 to 31 December 2010. 01 July 2010 to 30 September 2010: 157 hours between 6 representatives. Of this, 44 hours were given as time off for training. 01 October 2010 to 31 December 2010: 136 hours between 6 representatives. Of this, 76 hours were given for training.

Number	Note
33	Ministry of Justice
34	Ministry of Justice
35	Ministry of Justice
36	Ministry of Justice
37	Provision for 2 per union but time spent on union activities is not recorded.
38	Estimate
39	Included in Home Office Response
40	Estimate
41	Not under the FOI Act but answered in the spirit of the act
42	Maximum entitlements
43	Included in Department of Finance and Personnel
44	Total for 8 reps.
45	In 2010-11 moved into the Marine Management Organisation
46	Estimate
47	Unions from last year. These are full time reps - facility time not recorded.
48	Included in MOD Response
49	Did make payments to Prospect in respect of legal advice for employees signing compromise agreements. The sums agreed were cheaper than what would have been paid had solicitor's advice have been used.
50	Details are for national employees, details of local representatives are not recorded
51	Not possible to provide hours worked over and above what was allocated
52	0.4 FTE was the allowed allocation. Listed is the usage.
53	Estimate
54	3 full time posts per union plus up to 15 days off per year for 2 reps per union in each of Natural England's business units, details of their business units were found here: www.naturalengland.org.uk/about_us/contact_us/default.aspx
55	From January 2011 to August 2011
56	From January 2011 to August 2011
57	Included in Department of Finance and Personnel
58	Included in Cabinet Office
59	875 days used out of a maximum allocation of 1,428
60	Estimate
61	Maximum allowance available
62	Maximum time allocated
63	Estimated that 7 TU reps spend 1-2 hours a week on trade union duties. A midpoint of 1.5 hours was taken to calculate the Estimated FTE
64	Ministry of Justice
65	Names of Trade Unions from our 2010 Publication
66	Included in DWP Response
67	Included in MOD Response

Number	Note
68	Estimate
69	Included in Department for Communities and Local Government
70	SCS provide the actual costs of employing these employees as £88,500
71	Estimate. Union from last year's publication
72	Since January 2011 150 days per year was formally recorded
73	Established April 2010
74	The Care inspectorate was established in April 2011 and brought together the Care Commission, Social Work Inspection Agency and the Child Protection activities of HM Inspectorate of Education. The 2009-10 and 2010-11 figures relate to all information that is held, which is for the Care Commission.
75	Estimate at 2-2.5 days a month spent on TU duties. A midpoint of 2.25 was used to calculate the FTE
76	Estimate
77	11 and 9 employees respectively who spend 5 per cent of their time on union duties
78	Trade Union name from our 2010 publication
79	Additional time is spent on union duties but is not recorded.
80	State Hospitals Board claim the salary costs for 2009-10 are £89,044 and for 2010-11 £79,671.
81	31 Full time representatives and 371 part time employees. However the time off for the 371 employees is not recorded and therefore not included in the data
82	They calculate the actual salary costs to be 2009-10 £4,014.48 and 2010-11 £2,420.34
83	The organisation state that in practice union duties are undertaken in employees' own time, but a 0.38 FTE is allocated.
84	Included in Home Office Response
85	No Facility time has been granted since January 2010
86	Merged to form AHVLA in 2010-11
87	2009 15-20 days taken and 2010 10-15 days taken
88	Foreign and Commonwealth office
89	Department for Work and Pensions
90	Refused to provide the names of trade unions as it may breach the DPA on information about individuals.
91	Actual Salary costs 2009-10 £198,243; 2010-11 £179,765.
92	ALSO COVERS WORTHING
93	Around an hour a week is allocated and certainly less than 100 hours a year is taken.
94	Admin assistant'
95	TWO Branch secretaries (48 hours per month). ESTIMATE
96	Ashford estimate cost of FTE is £18,000
97	Estimate - Not Recorded but Estimate that between 3 and 5 days per year plus 3 to 4 days. Average of 7.5
98	Estimate
99	Barking and Dagenham calculate the salary costs per annum to be in 2009-10 £231,593 in 2010-11 £235,008/
100	Since November 2010 Bedford Borough Council has one full-time Unison post. This full-time trade union official is seconded into the trade union post and as their substantive post is back filled at no cost to the Council there is no actual expenditure on this post.

Number	Note
101	34 Days per month
102	Bexley calculate the salary costs for 2009-10 £189,144 and 2010-11 £183,289
103	Blackburn calculate the salary figures to be 2009-10 £131,043.72 and 2010-11 £97,844.19
104	In 2009-10 there were 6 employees and in 2010-11 4 who spent time on trade union duties. They are unable to ascertain whether they spend all or part of their time on trade union duties/activities.
105	Estimate. Union from last year's publication
106	Brighton calculate total for 2009-10 as £273,566 and 2010-11 £282,210
107	Bristol calculate cost for 2009-10 as £177,092 and 2010-11 £192,713
108	Cannot calculate the time spent for Teaching Unions
109	No 2009/10 figures given, data taken from 2010 publication
110	Cambridgeshire calculate cost for 2010-11 at £94,812
111	Part-time Union Learning Representative
112	There are other employees who are granted paid time off however this is not recorded
113	Estimate.
114	Union from last year
115	Used figures from 1998 allowances report.
116	There is no part or full time trade union official, any time taken off is on an ad hoc basis and not recorded
117	Edinburgh calculated salary costs for 2009-10 £372,949 and for 2010-11 £409,463
118	Other employees ad hoc time is not recorded
119	Darlington calculate the salary costs 2009-10 £34,549 and 2010-11 £33,135
120	No full time officials and time off for part time representatives is not recorded
121	2009-10 figures are taken from our 2010 publication
122	Estimate
123	Estimate
124	Other time off isn't recorded
125	In 2009-10 £80,600 and 2010-11 £89,800 was paid to teaching unions to cover the costs of lay officials.
126	7 Employees are granted 1 day per month to spend on union duties. Plus branch secretary entitled to spend 10% of their time on trade union activities/duties.
127	Durham only incurred costs of £23,500 in 2009-10 and £31,500 in 2010-11
128	Employee reps all reps. Post deleted at start of 2011/12
129	Estimate
130	Did not respond
131	Time off is not formally recorded, all the figures are from what data is recorded.
132	Only expenses were premises, supplies and services
133	No FT or PT staff. Facility time is minimal.
134	Estimate
135	Recorded from April 2011
136	Fife calculate salary costs: 2009-10 £567,221 and 2010-11 £532,207

Number	Note
137	3-5 Hours per week Estimate
138	Estimated at less than 50 hours per year
139	From April 2011 have employed someone on 18.5 hours a week on trade union activities/duties
140	Other representatives do spend time on trade union duties, but this time is not recorded
141	Hammersmith and Fulham calculate the total salary costs: 2009-10 £332,682 and 2010-11 £306,470
142	2009-10 - 6 months 2fte; 6 months 1.8fte. 2010-11 - 9 months 1.8fte; 3 months 2fte
143	2009-10 6 months 0.6fte; 6 months 0.8fte. 2010-11 - 9 months 0.8fte 3 months 0.6fte
144	2009-10 1fte for 6 months and 2010-11 1 FTE for 9 months
145	2010-11 1 FTE for 3 months
146	Additional time off is not recorded. End of March 2011 the 0.5 was scrapped.
147	Other facility time not recorded.
148	Time off not recorded, information is an Estimate
149	2010-11 is an estimate
150	Estimate
151	Union from last year
152	Until August 2010 when employee retired
153	Figures are for one UNISON branch Secretary. £231,000 is given to Kent's Schools to cover the cost of allocating time off for trade union activities/duties, but the time off is not recorded
154	During 2009/10, the Council recognised 14 representatives of Unison, 2 of Unite and 2 of UCATT. During 2010/11, the Council recognised 16 representatives of Unison, 2 of Unite and 1 of UCATT.
155	Additional time off is not recorded
156	Did Not Respond
157	Additional time off in schools is not recorded
158	18 Representatives but their time spent on union activities is not recorded
159	Secretary
160	Secretary
161	Reps
162	Unusable Response
163	Estimate
164	Figures do not include schools
165	Not Formally recorded. Information provided is what was recorded
166	Estimate
167	No payment is made by the council to any trade union or professional association. However payments are made within schools in order that they can provide cover to release staff for union duties
168	Paid staff time - 2 full time seconded reps
169	Standard staff facility time
170	Convenor for UNISON but also represents GMB
171	Estimate
172	Estimate

Number	Note
173	Figures relate to secondments to TU roles. "The persons occupying these roles, though, not only carry out statutory TU duties but are also engaged in specific service improvement work as part of our transformational change "programme
174	Standard staff facility time is not recorded
175	Teaching Unions are provided £30,000 to cover release for such posts but no FTE provided.
176	Figures assumed to be same for both financial years
177	Since January 2010
178	There are 3 representatives from Unison and one representative from GMB at these meetings
179	Our equivalent based upon the background information is 0.07 FTE
180	Did Not Respond
181	Estimate
182	Perth and Kinross calculate the salary total: 2009-10 £99,810 and 2010-11 £100,696
183	GMB has 1.0 FTE available but not occupied.
184	Branch Secretary usually does overtime to make up his/her for paid union absence.
185	Shared with Bromsgrove, who used the majority of union activities
186	Refused because providing this information could reveal the identities of the individuals concerned. Renfrewshire calculate the costs as: 2009-10 £125,379 2010-11 £129,033
187	Did not respond
188	UNISON contributes £19,000 to the costs. Rochdale calculates the costs paid by the council to be £188,600 in 2009-10 and £181,500 in 2010-11.
189	Estimate
190	The time spend is only for convenors, all other time is not recorded
191	Estimate at one afternoon per week
192	Unions are from last year.
193	The total across South Oxfordshire and the Vale of White Horse was 0.2, for the purposes of this report 0.1 was entered under each authority.
194	2-3 Hours per week (2.5 used) Estimate
195	The time spent on consultation issues includes regular meetings which require an Estimated total of 24 hours per annum for staff attending in their capacity as UNISON officers
196	All figures are for the maximum allotted time
197	Estimate
198	1 FTE in 2009-10 from August 2009 to March 2010
199	Estimate
200	Estimate
201	Plus additional time off but this is not recorded
202	7 reps. Facility time not recorded.
203	Estimate
204	Training course days taken by stewards = 69 over all the stewards which equates to around 6 days over the last 18 months each
205	Maximum facility allocation figures.
206	It is estimated that the total amount of time spent by staff on union business is less than 1 each year

Number	Note
207	Not all time is recorded. The information provided is what has been collected
208	Figures do not include schools
209	Estimate
210	The total across South Oxfordshire and the Vale of White Horse was 0.2, for the purposes of this report 0.1 was entered under each authority.
211	Unions are from last year.
212	"Work time that is allowed for union work based activity for the betterment of staffing within the authority is minimal."
213	Maximum facility time allocation
214	Only information provided was for 4 off, two of which were to attend a UNISON conference.
215	Estimate
216	Maximum days per year provided. Plus a UNISON local secretary is paid for partly by West Berkshire council at a cost of £33,140
217	Estimate
218	In 2010-11 the council had merged certain function with Weymouth and Portland Borough Council
219	Plus other employees whose time off is not recorded
220	"Reasonable time off for FBU and RFU is permitted but not recorded."
221	Other rep time is not recorded
222	"For other recognised Trades Unions (Unite and GMB), there is mainly regional input. Local stewards do undertake a representational role, but there is no formal time off arrangement in place."
223	This figure includes 8 full time union representatives and 33 employees who are entitled to spend up to 16 hours a month on trade union activities
224	Facilities agreement not yet in place
225	Breakdown in email. Figures calculated from values given, slightly different to FTE quoted.
226	Included in TSoL response
227	Maximum facility time allocation
228	MOD data includes: People Pay and Pensions Agency; Defence Vetting Agency; MOD Police and Guarding Agency; Defence Analytical Service Agency; Defence Medical Education and Training
229	Unions from last year.
230	In addition there are lay officials whose time off is not recorded
231	Currently filled outside FCO at Union expense
232	Included in Home Office Response
233	Plus additional time off is taken on an ad hoc basis but this is not recorded
234	There are additional employees who spend time on trade union activities but this time is not recorded
235	Refused to provide the information because it is not recorded and would therefore require contacting all representatives and checking diaries to ascertain the time spent on Trade union duties.
236	Included in Cabinet Office Response
237	Included in Ministry of Justice Response
238	"One hour's facility time is allowed for each member to attend the annual General Meeting; no record is held of the numbers who attend. "
239	"One hour's facility time is allowed for each member to attend the annual General Meeting; no record is held of the number who attends. "

Number	Note
240	"Trade union support to staff is currently provided through the Ministry of Justice."
241	Facility time is capped at 0.2 per cent of full time equivalent staff levels; in 2010-11 Union Learning reps were allowed 0.08 per cent of staffing levels.
242	Facility time provided by NHS Havering
243	NORTH CENTRAL LONDON NHS CLUSTER
244	Additional time off is not recorded
245	3 Staff Representatives but their time off is not recorded
246	Relates to "Bristol Community Health"
247	Relates to "Bristol Community Health"
248	Information is not held centrally, restructure in April 2011
249	9/10 Estimate. 10/11 actual.
250	2010-11 is an estimate
251	Part of NHS South West London Cluster
252	15 part time officials but their time off is not provided in the response
253	"We do however have access to 0.1 FTE management representative (an employee of NHS Derby City) support across the Cluster (NHS Derbyshire County and NHS Derby City)"
254	NORTH CENTRAL LONDON NHS CLUSTER
255	Additional employees time spent is not recorded
256	Information is not held centrally, restructure in April 2011
257	NORTH CENTRAL LONDON NHS CLUSTER
258	UNISON rep no longer exists. Made redundant on 1st April 2011
259	Figure corresponds with last year's UNISON
260	Additional time spent is not recorded
261	Other employees spend time working on trade union duties but this time is not recorded.
262	Do not fund full time representatives but do not record the time off taken by staff representatives
263	NORTH CENTRAL LONDON NHS CLUSTER
264	SOUTH WEST LONDON NHS CLUSTER
265	Information is not held centrally, restructure in April 2011
266	Information is not held centrally, restructure in April 2011
267	5 Reps but not full time
268	Includes Gateshead, South Tyneside and West & Sunderland PCT's
269	Meetings figures. Other Facility time not recorded.
270	Included in NHS North Of Tyne cluster
271	Acute Trusts have the union reps.
272	Included in NHS North Of Tyne cluster
273	Additional time off not recorded
274	24 Employees are allocated up to 4 hours a week to trade union duties, but the majority do not require this on a regular basis
275	Estimate

Number	Note
276	"all Trade Unions" - took names from last year's publication
277	Information is not held centrally, restructure in April 2011
278	Estimate
279	Estimate. (26 Reps taking around 5.5 hours each a month)
280	Standard facility time not recorded
281	"The equivalent of 4.1 WTE staff side representatives participate in partnership activities across the organisation "
282	Hours were not accurately recorded in 2009-10 so a comparison between the years would not be accurate
283	Figures are from October 2009
284	Other not recorded
285	2009-10 figures are for the West of the Trust and 2010-11 for the entire trust. It is not an exhaustive list and is all that is recorded
286	Additional employees are granted paid time off to carry out union duties, however this is not formally recorded
287	Estimates. Unions from last year.
288	There are 12 representatives representing 8 trade unions who are allowed paid time off. They are allocate dup to 18 hours a week however no records are kept to say whether they use their full entitlement
289	Not all time is recorded. The information provided is what has been collected
290	Recorded from September 2010 onwards
291	Recorded from September 2010 onwards
292	Did Not Respond
293	30 employees spend time on trade union activities but their time off is not recorded
294	This is all the information that is recorded
295	One part time staff side representative - a 0.5 FTE was therefore chosen. Plus there is additional time off but this is not recorded.
296	Estimated 70-140 days per year, a mid point of 105 was used. Which is split between 20 representatives
297	2 people job share the role of staff side and all other time off is not recorded.
298	Figures from September 2010-March 2011
299	Plus other not recorded
300	Staff side etc.
301	50-70 representatives at any one time
302	Included in their response "Although there is functionality in our Executive Staff Record System to record union facilities time, this is not currently utilised in the trust"
303	Plus others not recorded
304	Plus others not recorded
305	Estimate
306	Plus other not recorded
307	Standard facility time not recorded.
308	In 2010-11 additional support was required, this is not provided in an FTE figure,

Number	Note
309	Did Not Respond
310	Additional facility time is provided however this is not recorded.
311	Plus 48 employees who are allocated time on an ad hoc basis
312	Do have an additional 45 employees who spend time on Trade Union Duties but this time is not recorded
313	Estimate 1 day per month for reps.
314	Allocated facility time. Not recorded figures.
315	Other representatives are entitled to and do take time off but this is not recorded
316	"Approximately 2-3 hours per week per rep".
317	Plus paid 17 union representatives £100 honorarium each
318	Plus have in excess of 160 accredited representatives whose time off is not recorded
319	Additional employees do take paid time off but this is not formally recorded
320	Estimate
321	Other employees are entitled to paid time off but this is not recorded
322	In 2009-10 the time spent was for one month only
323	In 2009-10 the time spent was for one month only
324	These are planned meetings. Standard facility time not recorded.
325	Plus other time not recorded
326	Plus other time not recorded
327	Unusable response. Provided information for full time officials, not those who spend part of their time on trade union activities.
328	Additional time it spent on trade union duties on an ad hoc basis. Time agreed with managers.
329	Additional time off for trade union representatives is not recorded
330	There are no full or part time convenors at the trust and any time off is arranged in advance with the line manager. Time off is usually taken in their own time and does not detract from their substantive roles.
331	Not recorded but do have a budget of £9,097 per annum to cover trade union duties/activities
332	As the time off is not recorded, it would cost £7,500 to ask 100 managers to compile a report on their Estimate of the time spent
333	Did Not Respond
334	WTE of staff contract BUT NOT facility time given.
335	Union from last year's publication
336	1 rep. Other facility time not recorded.
337	8 Employees are allocated time for trade union duties
338	42 Reps but their time spend on union activities is not recorded
339	Barnet, Enfield and Haringey calculate the total salary costs for the 2.03 FTE to be £115,049 and for the 0.5 FTE £23,000
340	Estimate
341	Figures are based on an audit carried out in 2010, figures may not be a complete/accurate picture
342	1 rep + 0.5 Facility Time Estimate

Number	Note
343	Refused to provide the information on section 12 of FOIA. The data is held in separate directorates and would exceed the limit to extract
344	Chair and Secretary of the Staff-Side are allowed 15 hours each per week; the vice chair and Vice secretary are allowed 7.5 hours off a week. In addition there is one employee who spends 1 day per week on trade union duties. The rest of the time off is not recorded but the representatives for each union are as follows: Unite 6, RCN 11, UNISON 16, CPHVA 1, BAOT 1: However their time spent specifically on union duties/activities is not recorded.
345	Figures combined for Coventry and Warwickshire Partnership Trust AND Coventry Community Health Services (formerly part of NHS Coventry).
346	2009-10 figure taken from our 2010 report
347	RCN from 2 to 0.6 FTE from September 2010
348	One part-time staff-side secretary plus 40 other reps whose time is not recorded, but does cost around £35,000 per annum
349	Other representatives time is not recorded
350	Post 01 August 2011 this increases to 2 to take into account an increase in employees
351	Plus other officials not recorded
352	Each Trade Union lead is allowed 1 day release each week. But time off is not formally recorded.
353	Unions represented are: UNISON; Amicus; GMBATU
354	Presumed UNISON as indirect payments were to them.
355	Other employee time is not recorded
356	Only for 6 months each year
357	2 full time officials work with both unions.
358	Union from last year's publication
359	Unions from last year. Identical figures suggest identical unions.
360	Information is all that was provided for April 2010 to December 2010
361	Estimate
362	An additional 14 part-time UNISON reps whose time is not recorded
363	Estimate
364	Additional Representatives time is not recorded
365	Standard facility time not recorded
366	Police Federation Figures are included in the main table but not in the overall total. Police Federation Figures provided total 38.5 FTE but is almost certainly much higher for those Forces that did not include it in their responses
367	Plus 0.57 and 0.88 FTE for part of the year.
368	Police Federation Figures are included in the main table but not in the overall total. Police Federation Figures provided total 38.5 FTE but is almost certainly much higher for those Forces that did not include it in their responses
369	Police Federation Figures are included in the main table but not in the overall total. Police Federation Figures provided total 38.5 FTE but is almost certainly much higher for those Forces that did not include it in their responses
370	Police Federation Figures are included in the main table but not in the overall total. Police Federation Figures provided total 38.5 FTE but is almost certainly much higher for those Forces that did not include it in their responses
371	One post is funded by all 4 forces in Wales

Number	Note
372	Full time figures. Part time spent is not recorded.
373	MET Police calculate the costs for 2009-10 as £388,711 and 2010-11 as £476,477
374	MET Police calculate the costs for 2009-10 as £118,586 and 2010-11 as £121,482
375	MET Police calculate the costs for 2009-10 as £92,221 and 2010-11 as £92,926
376	MET Police calculate the costs for 2009-10 as £179,903 and 2010-11 as £195,692
377	1 Full time UNISON official, 1 deputy (18.5 hours per week), plus 7 lay officials 1 hour per week and 4 who spend 1 hour per month
378	Full time figures. Part time spent is not recorded. Police Federation Figures are included in the main table but not in the overall total. Police Federation Figures provided total 38.5 FTE but is almost certainly much higher for those Forces that did not include it in their responses
379	Police Federation Figures are included in the main table but not in the overall total. Police Federation Figures provided total 38.5 FTE but is almost certainly much higher for those Forces that did not include it in their responses
380	Full time figures. Part time spent is not recorded. Police Federation Figures are included in the main table but not in the overall total. Police Federation Figures provided total 38.5 FTE but is almost certainly much higher for those Forces that did not include it in their responses
381	Plus a further 2 reps who started in Early 2011
382	UNISON has one full time official and a part time official whose time off was not provided
383	Police Federation Figures are included in the main table but not in the overall total. Police Federation Figures provided total 38.5 FTE but is almost certainly much higher for those Forces that did not include it in their responses
384	"2010/11 - 1 full time staff member up until June 2010 and 2 full time staff members thereafter".
385	Police Federation Figures are included in the main table but not in the overall total. Police Federation Figures provided total 38.5 FTE but is almost certainly much higher for those Forces that did not include it in their responses
386	A further 7 employees in 2009-10 and 6 in 2010-11 were granted paid time off for trade union activities but this time was on an ad hoc basis.
387	Police Federation Figures are included in the main table but not in the overall total. Police Federation Figures provided total 38.5 FTE but is almost certainly much higher for those Forces that did not include it in their responses
388	There are an additional 25 employees who spend time on union duties, but this time is not recorded
389	Police Federation Figures are included in the main table but not in the overall total. Police Federation Figures provided total 38.5 FTE but is almost certainly much higher for those Forces that did not include it in their responses
390	Police Federation Figures are included in the main table but not in the overall total. Police Federation Figures provided total 38.5 FTE but is almost certainly much higher for those Forces that did not include it in their responses
391	2 Full time plus 2 deputies who are permitted 7.24 hours per week
392	Estimate. 367 HRS OVER 13 WEEKS. 2009-10 figure taken from our 2010 publication
393	Up to 10 days PA allocated to other trade unions
394	Response included in Local Authority Response
395	FBU Regional Officials have 24 working days allocated for 2 officials. (168 Hours per year). FBU Chair time off is not recorded.
396	Not actually under Freedom of Information Act, provided on a voluntary basis
397	Included in Isles of Scilly Council Response

Number	Note
398	Allowances. The majority of time required for union duties is met within the framework above. On minimal occasions time is granted for certain meetings outside of the agreed allocation.
399	"Negligible UNISON time".
400	2009-10 figure includes 445 hours for 2009 Calendar Year and 2010-11 759 hours from 2010 calendar year
401	2009-10 figures are an Estimate
402	2009-10 figures are an Estimate
403	2009-10 figures are an Estimate
404	2009-10 figures are an Estimate
405	2009-10 figures are an Estimate
406	Included in Oxfordshire County Council Response
407	Included in Surrey County Council Response
408	The 0.15 and 0.11 are given in 2010 and 2011 calendar years
409	Included in Warwickshire Council Response
410	UNISON figures are included in West Sussex Council Response
411	Plus additional time off which is not recorded