

EMPLOYMENT MATTERS COMMITTEE

16 MARCH 2011

TRADE UNION FACILITIES BUDGET – ADDENDUM REPORT

Report from: Tricia Palmer, Assistant Director, Organisational Services

Author: Paula Charker, Head of HR Services

Summary

To set out detailed legal implications regarding the Trade Union Facilities budget.

1. Legal implications

- 1.1 The Council's legal obligations to fund trade union activities are contained in Sections 168 -170 of the Trades Union and Labour Relations (Consolidation) Act 1992 (as amended) which entitle employees who are union representatives of a trade union recognised by their employer to take reasonable (paid) time off during working hours to carry out certain trade union duties. These include collective bargaining, redundancy or TUPE consultation or accompanying an employee to a grievance or disciplinary hearing.

Lead officer contact

Paula Charker, Head of HR Services

Tel. No: 01634 334499 Email: Paula.charker@medway.gov.uk