

Extract from SQA's Annual Report and Accounts 2019–2020

Trade unions

We recognise the importance of good industrial relations and effective communication with our staff. SQA recognises two trade unions: Unite and Unison. We are working together to make improvements in how we work jointly and in collaborative partnership for the benefit of SQA and all our staff. We are reviewing our recognition agreement and terms of reference and are reviewing all HR policies. We have also committed to overseeing the development and implementation of a new people strategy.

The Trade Union (Facility Time Publication Requirements) Regulations 2017 came into force on 1 April 2017. These regulations place a legislative requirement on relevant public sector employers to collate and publish, on an annual basis, a range of data on the amount and cost of facility time within their organisation. There are significant benefits to both employers and employees when organisations and unions work together effectively. SQA collates data on the total number of relevant union officials we employ, their working hours spent on facility time for trade union duties, and any paid time for trade union activities. The information required by the regulations are disclosed in the table below:

Relevant union officials

Number of employees who were relevant union officials during the relevant period	9
Full-time equivalent employee number	7.45

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	-
1–50%	9
51–99%	-
100%	-

Percentage of pay bill spent on facility time

Total cost of facility time	£39,414
Total pay bill	£50,316 million
Percentage of total pay bill spent on facility time	0.08%

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time	4.02%
---	-------