

Extract from SQA's Annual Report and Accounts 2020–2021

Trade unions

We recognise the importance of good industrial relations and effective communication with all our colleagues. SQA recognises two trade unions: Unite and Unison. Last year we jointly developed a new recognition agreement and a robust framework for engagement between the unions and management. We are currently working collaboratively on a number of important matters of mutual interest, including policy review, driving diversity and inclusion and planning our resources in response to changing circumstances and demands on the organisation due to the pandemic. We are also currently consulting with the trade unions and diverse employee networks on our new People Strategy. In addition to this, each directorate developed its own mechanism for staff engagement to ensure all colleagues feel connected to the organisation and their teams in these challenging times.

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	8
Full-time equivalent employee number	7.6

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	-
1–50%	8
51–99%	-
100%	-

Percentage of pay bill spent on facility time

Total cost of facility time	£31,137.81
Total pay bill	£48,352,000
Percentage of total pay bill spent on facility time	0.06%

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time	8.74%
---	-------